



REVISED AGENDA PACKAGE

Council Policies and Priorities Committee Regular Meeting Agenda For Monday, March 7, 2022 at 10:00 a.m. To be held in Council Chamber from the Town Office at 4512 – 46 Street Olds, AB

This Council Policies and Priorities Committee Meeting will be conducted in Council Chambers at the Municipal Office at 4512 – 46 Street in Olds, with the public body present at meeting location and will be live streamed out via the Town of Olds website.

Chair is Deputy Mayor – Councillor James Cummings

1. Call To Order

1A) Added Items

1B) Adoption of the Agenda

2. Adoption of Previous Minutes

Page 3 2A) Policies and Priorities Committee Previous Meeting Minutes

3. Reports / Statistics

Page 9 3A) Town of Olds - Parks Annual Report
Page 10 3B) Town of Olds - Commemorative Dates and Proclamations
Page 13 3C) Town of Olds - Cemetery Report
Page 31 3D) Town of Olds - Operations / Capital Project Monthly Update

LUNCH BREAK – Meeting will resume, at the time as set by the Chair

4. Presentations and Delegations

Page 34 4A) Delegation - UNESCO - Olds High School
Page 57 4B) Delegation - Olds Municipal Library - Annual Report
Page 66 4C) Delegation - Olds Grizzlys Presentation
Page 68 4D) Delegation - Rural Health Professionals Action Plan (RhPAP)

5. Business Arising from the Minutes / Unfinished Business

6. Bylaws

7. New Business

Page 97 7A) Alberta Municipalities Convention - Transit Resolution

8. Adjournment

PUBLIC INFORMATION:

Media Scrum: any questions arising from the media can be sent to our 'Communications Coordinator' at communications@olds.ca and they will be forwarded on to the person addressed.

Policies and Priorities Committee Bylaw No. 2020-16

Authority: 3. (1) The Policies and Priorities Committee is advisory in nature, making recommendations to Council by way of resolution. No decisions will be made by Council at a Council Policies and Priorities Committee meeting. These meetings serve as an opportunity for Council to be provided with information on governance and policy matters. These meetings serve as an opportunity for Council to seek clarification on matters relating to Council business.



POLICIES AND PRIORITIES COMMITTEE REPORT

Date: March 7, 2022
Author: Marcie McKinnon, Legislative Clerk
Department: OCAO
SUBJECT: Adoption of Previous Minutes

COUNCIL DIRECTION

Accept the minutes as presented.

BACKGROUND

The minutes from the February 7, 2022 Committee of Council Policies and Priorities meeting are being presented for Council's approval.

ATTACHMENTS

Council Policies and Priorities Committee Meeting Minutes of February 7, 2022.

Minutes of the Town of Olds Council Policies and Priorities Committee meeting that was held on Monday, February 7, 2022 at 10:00 a.m. in the Council Chambers, at the Town of Olds Municipal Office, 4512 – 46 Street, Olds, Alberta with the public body present.

ELECTED OFFICIALS:

In the Chair, Deputy Mayor, Councillor Darren Wilson
Mayor Judy Dahl, Councillor Wanda Blatz, Councillor James Cummings, Councillor Dan Daley, Councillor Heather Ryan and Councillor Harvey Walsh.

ABSENT- ELECTED OFFICIALS:

ADMINISTRATIVE STAFF:

Michael Merritt, Chief Administrative Officer; Doug Wagstaff, Director of Operations; Sheena Linderman, Director of Finance; Justin Andrew, Director of Protective Services; Scott Grieco, Director of Operations; and Marcie McKinnon, Legislative Clerk.

1. Call To Order

Chair Deputy Mayor Wilson called the meeting to order at 10:00 a.m.

1A) Added Items

None requested.

1B) Adoption of the Agenda

Moved by Councillor Blatz, "to accept the Policies and Priorities Committee agenda for the Monday, February 7, 2022, meeting."

Motion Carried PP22-01

2. Adoption of Previous Minutes

2A) Policies and Priorities Committee Previous Meeting Minutes

Moved by Mayor Dahl, "to accept the December 6, 2021, Council Policies and Priorities Committee minutes, as presented."

Motion Carried PP22-02

3. Reports / Statistics

3A) Olds Fire Department

Director Andrew spoke to the Olds Fires Department quarterly report, as contained in the agenda package.

Moved by Councillor Ryan, "that Council accept the Olds Fire Department 4th quarter report as presented, for information."

Motion Carried PP22-03

Council requested that year end statistics comparisons be brought to the next P&P meeting.

3B) Olds RCMP Detachment

S/Sgt/ Wright provided highlights to Council from the RCMP's third quarter report, as contained in the agenda package.

Moved by Councillor Blatz, "that Council accept the Olds RCMP Detachment quarterly report as presented, for information."

Motion Carried PP22-04

S/Sgt. Wright noted that he will be sending a formal request to Council; seeking their community priorities.

3C) Olds Municipal Enforcement

Director Andrew spoke to the Municipal Enforcement quarterly report, as contained in the agenda package.

Moved by Councillor Daley, "that Council accept the Olds Municipal Enforcement quarterly report as presented, for information."

Motion Carried PP22-05

3D) Operations / Capital Project – Update

Director Grieco provide Council with a verbal update on the last months operations and capital projects within the Town as follows:

Highway 27 & 70 Ave:

- Lights are in and completely installed and programmed.
- Cleanup on the project and final sign off on warranty will be in March/April
- Project is nearly completed and on budget

68th Street / Roundabout:

- Road remains blocked as there is snow accumulation and operations are evaluating the safety
- Cleanup on the project and line painting will begin in the spring after the winter season
- Project nearly completed and is on budget

Snow and Ice Control:

- Parks we have four pieces of smaller equipment for snow removal. Three pieces of equipment have been down at the height of the cold snap. No in house mechanic so we are reliant on outside sources.
- We have had issues with our snow blower most recently and we are close to having this completed.
- Our sander is also down, and we are using our secondary one. This is being investigated by operations.
- Ice and slush have caused us to continue operations with snow removal to avoid ice jamming on roadways and in our drainage systems
- Received two positive comments on the quality and how quick we were able to react to the snow removal and some negative feedback which we have responded to via the RAP program.
- Reminder: that cul-de-sacs are completed last in accordance with our level of service
- Jan – March was \$68,000 spent on a budget of \$140,000

Water and Sewer:

- One water break that was not the result of freeze thaw and was repaired

Planning and Development:

- P&D and finance are actively working on potentially sending out 804 currently active business licenses once they have been paid for.
- Last year due to Covid a financial relief was given to resident business licenses.

- During 2021 there were 17 detached dwellings being constructed which is up a little from previous years. During calendar year 2020 and 2019 there were 4 detached dwelling constructed, 2018 there was 15, 2017 was 16 and in 2016 was 13.

Outdoor Rinks

- 10 rinks created, 1 rink abandoned (Rotary Field) (Hartman Green, Neil Leatherdale, Centennial, Richards, Deer Meadow, Holy Trinity, Highlands Pond, Vistas Pond, Winter lake all operational)
- Use has been sporadic due to weather extremes, but they are being used
- By using poly liners this year construction and maintenance of ice has been easier. Less water used to keep them useable
- We have struggled a bit this year as with extreme cold as it isn't prudent to operate fire equipment in those temperatures unless necessary
- Have received positive feedback from public with access, benches, and locations.

Moved by Councillor Walsh, "that Council accept the Operations / Capital Project Monthly Update as presented, for information."

Motion Carried PP22-06

Mayor Dahl left the meeting at 11:21 a.m.

Mayor Dahl rejoined the meeting at 11:24 a.m.

Council agreed to move items 6 Bylaws and 7 New Business up the Agenda; becoming items 4 and 5 respectively.

4. Bylaws

4A) Bylaw 2022-03 Community Standards Bylaw 2015-08 - Amendment

Director Andrew spoke to the proposed amendment bylaw 2022-03 regarding extension cords; that would amend the existing Community Standards Bylaw 2015-08.

Moved by Mayor Dahl, "that Council accept the Bylaw 2022-03 Community Standards Bylaw 2015-08 - Amendment as presented, and direct administration to bring back to the February 14, 2022 regular council meeting."

Motion Carried PP22-07

CAO Merritt indicated that Administration will speak with legal on this bylaw, before it comes forward to Council.

4B) Bylaw 2022-04 Chief Administrative Officer

Legislative Clerk, Marcie McKinnon spoke to the administrative review of the existing Chief Administrative Officer bylaw, due to the impending retirement of Mr. Merritt; and addressed the proposed changes noted in red in the draft document for council consideration.

Moved by Councillor Ryan, "that Council accept the Bylaw 2022-04 Chief Administrative Officer as presented, and direct administration to bring back to the February 14, 2022 regular Council meeting."

Motion Carried PP22-08

5. New Business

5A) Council's Annual Standing Agenda Schedule 2022

Mrs. Kelly Lloyd, Coordinator of Strategic Affairs presented Council's Annual Standing Agenda Schedule for 2022.

Moved by Mayor Dahl, "that Council accept the Council's Annual Standing Agenda Schedule 2022 as presented, for information."

Motion Carried PP22-09

Chair Wilson recessed the meeting at 11:53 a.m.

Chair Wilson reconvened the meeting at 1:00 p.m.

6. Presentations and Delegations

6A) Olds Historical Society – Mountain View Museum and Archives

Mrs. Donna Erdman, OHS Society Board Chair, was in attendance and made a presentation to Council on information contained in the agenda package.

Moved by Councillor Daley, "that Council accept the Olds Historical Society – Mountain View Museum and Archives as presented, for information."

Motion Carried PP22-10

Councillor Dan Daley left the meeting at 1:27 p.m.

6B) Canada Pacific

Mr. Mike LoVecchio and Mrs. Brenda Land with Canada Pacific Rail participated virtually and gave presentation to Council on information contained in the agenda package.

Moved by Councillor Walsh, "that Council accept the Canada Pacific presentation, as information."

Motion Carried PP22-11

6C) Welcoming and Inclusive Community Action Plan

Town Administration staff: Michelle Jorgensen, Kelly Lloyd and Debbie Rogers presented to Council an update on the Town's Welcoming and Inclusive Community Action Plan.

Moved by Mayor Dahl, "that Council accept the Welcoming and Inclusive Community presentation, as information."

Motion Carried PP22-12

Councillor Dan Daley rejoined the meeting at 2:17 p.m.

6D) Municipal Energy Manager Update

Mr. John Masakhwe, Municipal Energy Manager, was in chambers and provide Council with an update on the program and what he has been working on over the last few months.

Moved by Councillor Blatz, "that Council accept the Municipal Energy Manager Update as presented, for information."

Motion Carried PP22-13

Chair Wilson recessed the meeting at 3:21 p.m.

Chair Wilson reconvened the meeting at 3:28 p.m.

6E) Economic Development Update

Ms. Sandra Blyth, Economic Development Officer, provided Council with an update on Economic Development within the Town. The PPT Presentation was handed out at the meeting and will be held with the minutes.

Moved by Councillor Ryan, "that Council accept the Economic Development Update as presented, for information."

Motion Carried PP22-14

7. Business Arising from the Minutes / Unfinished Business

None

8. Adjournment

Moved by Mayor Dahl, "that this meeting be adjourned at 4:13 p.m."

Motion Carried PP22-15

The meeting adjourned at 4:13 p.m.

Darren Wilson
Deputy Mayor

Michael Merritt,
Chief Administrative Officer

These minutes were approved on _____ day of March, 2022.



POLICIES AND PRIORITIES COMMITTEE REPORT

Date: March 7, 2022
Author: Bobbi Jo Russell, Parks Supervisor
Department: Operations - Parks
SUBJECT: Parks Presentation

COUNCIL DIRECTION

Accept for information.

BACKGROUND

Parks staff have provided an update on the planning work being done in the Parks function area. This includes an update on the work to date and to include tree plantings, and an overview to the operations of the parks function.

ATTACHMENTS

2022 Parks PowerPoint Presentation - added to agenda package March 10, 2022

Town of OLDS

Parks 2022 - 2023





Rotary Park

Sports fields, Ball diamonds, Batting cages, Horseshoe pits

2021 - Town took over the maintenance responsibilities from developer

2022 – 1st year of establishing maintenance, staffing needs & operational needs



2021

- The Town hosted 1st Alberta Provincial Baseball championship
- Regular maintenance, top dressing /aerating /shrub bed maintenance, irrigation fixes, asset repairs & upkeep
- Dugout fencing project, to protect players



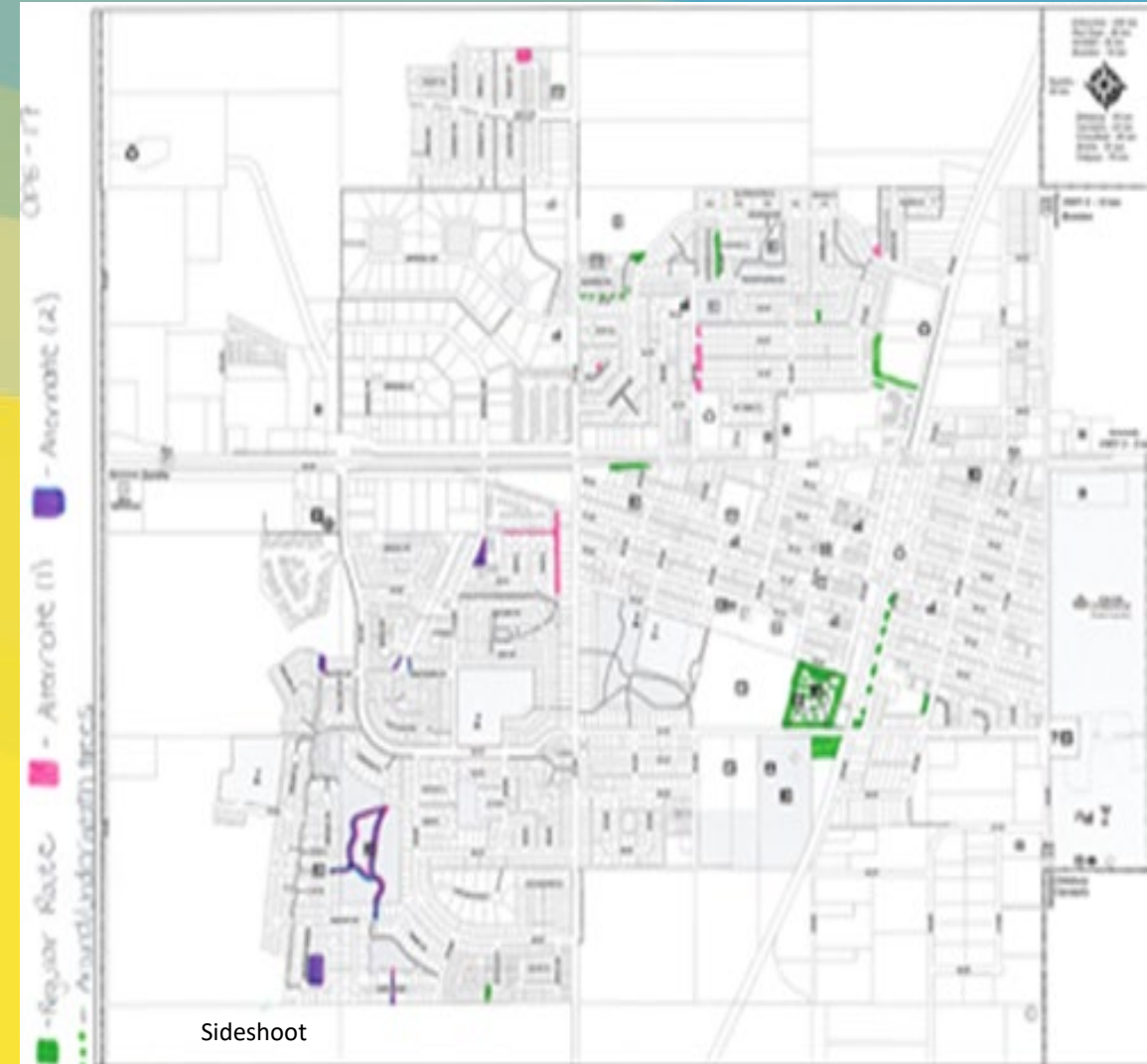
Mowing Green Spaces by Alternating Weeks

- Week 1 Pink
- Week 2 Purple
- Weed Whipping averaged 90 hours a week with 3 people on task
- The times recorded don't include breakdowns, blade changes, equipment maintenance, travel time and clean-up



Total hr/wk
15 hr pink week
16 hr purple week

50 min pink week
2 hrs purple week



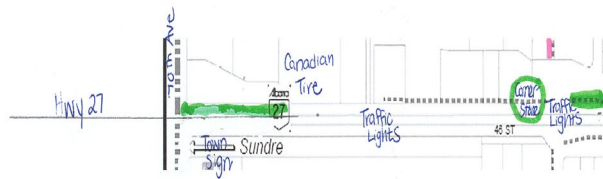
1 hr 15 min pink wk
1 hr 20 min purple wk

16 1/2 hr for both Weeks

Route 1

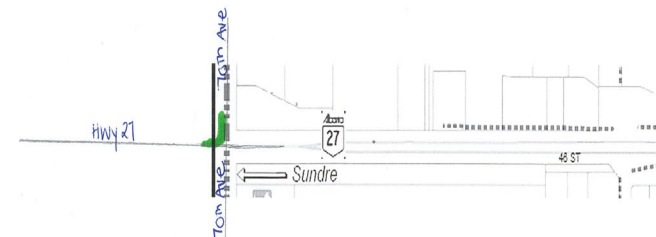
pink week 16 hrs
purple week 15 hr 40 min

1 hr pink wk
50 min purple wk



Town of
OLDS

Wide Area 1



- Regular Mowing Rate
- Alternate (1)
- Alternate (2)
- Around/underneath trees

Z-track 1

½ hr pink week
½ hr purple week

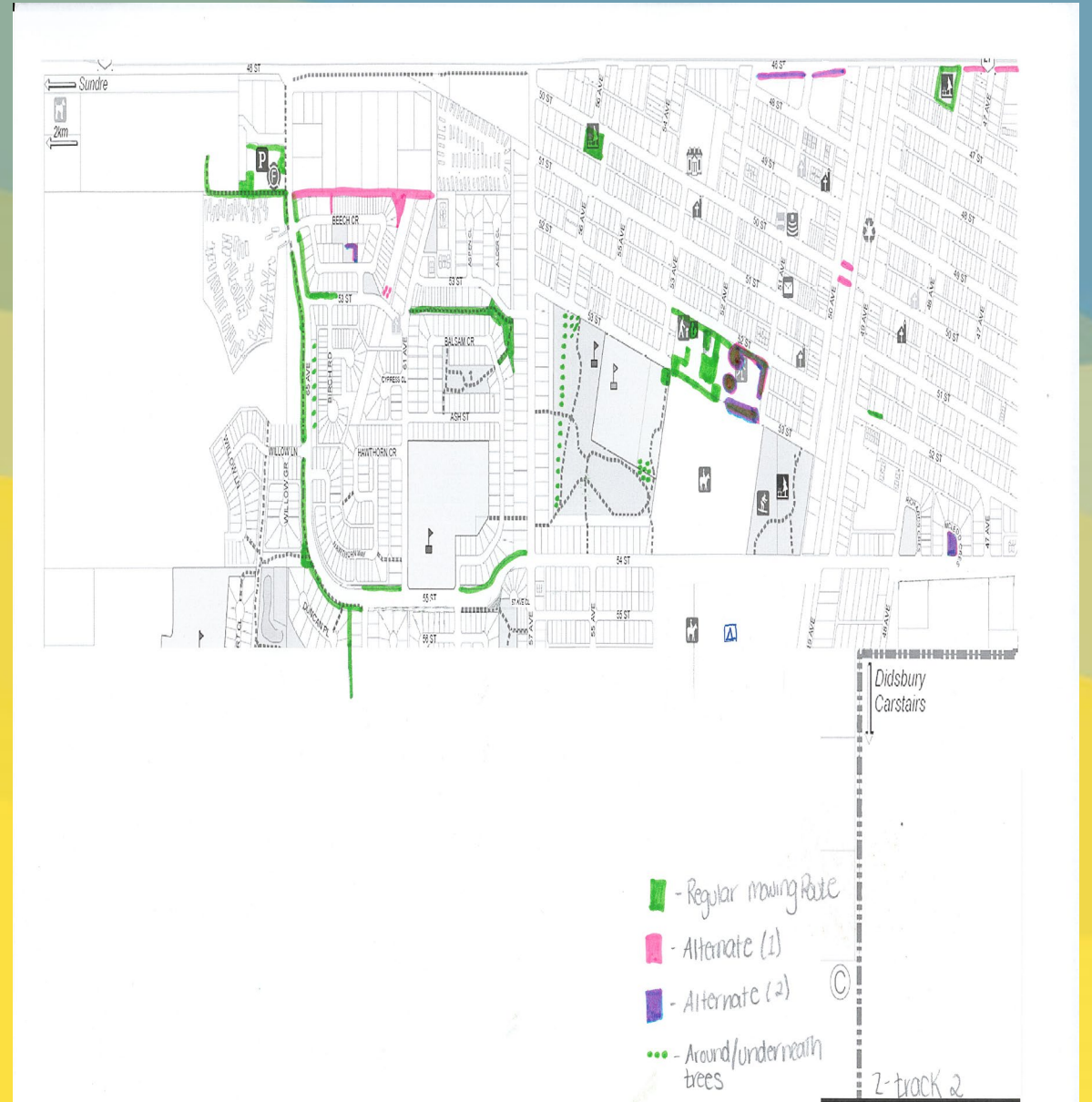
14 ½ hr for both weeks

Route 2



pink week 15 hr 20 min
purple week 14 hr 40 min

1½ hr pink week
50 min purple week



Route 3

1 hr 15 min pink week
1 hr 20 min purple week

19 hrs for both Weeks

18 ½ hr for both weeks

30 min for both
pink and purple weeks



Mulching blades



Save time and money!



Benches built by the staff for ice rinks

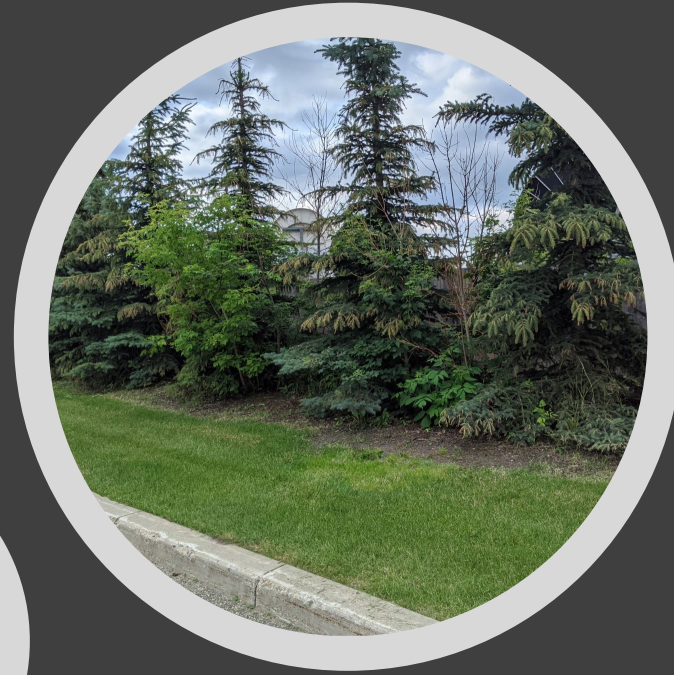
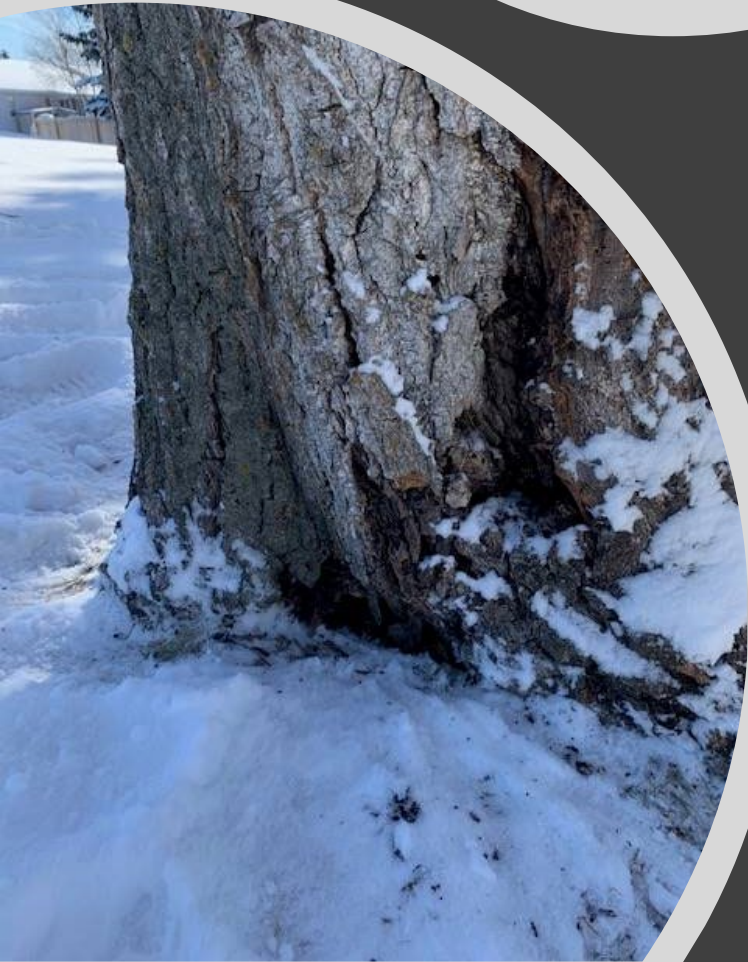


Wood Park Signage and Bench Projects

Our own staff refinished, three of seven Parks signs refinished in house



Tree Damage and Disease



Deer Damage To The Trees



Fence needed to
preserve Larch tree



Memorial Tree Replaced
3 Times At the Cemetery



Older Larch tree



psyllid

Cottony Ash Psyllid and Willow Borer continue to be a problem.



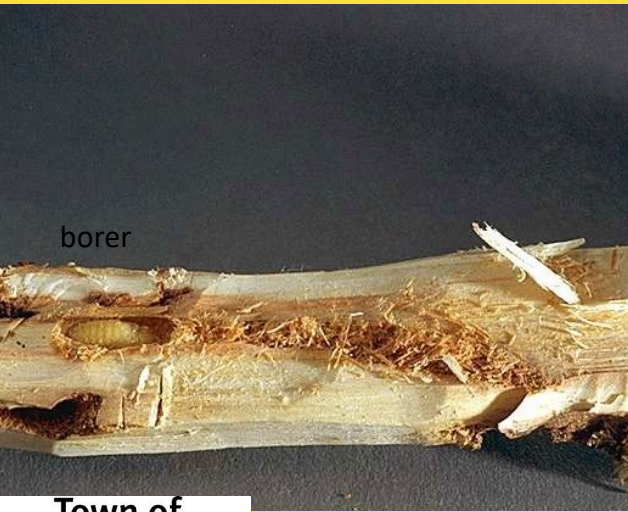
Aphid 'honeydew' on oak leaf.



Oak leaf with sticky sap



aphids



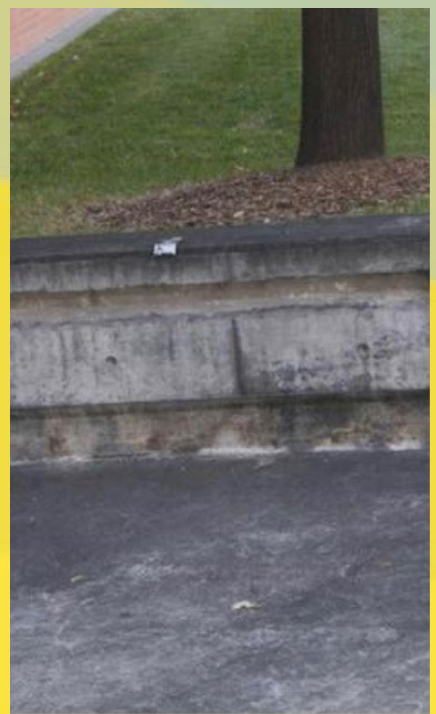
borer



Birch Leaf Miner in our Birch trees.



Pear Slugs



Sooty mold

2021- Trees removed 45 and replanted 97

2022 – Trees planned to planted 80+

- 33 New Cemetery
- 28 Rotary Park
- 16 along 65th Ave berm
- 14 Vista park
- 2 Highlands
- 4 at Town entrance signs
(East, West & South)



2022-2023

PROJECT CONSIDERATION

- Tree assessments – Removal/Replanting – Cemeteries and all parks
- Skate Park - Long term vs. Short term annual repairs
- Skate Park – User friendly – upgrade specific areas to infill w/cement
- Memorial pathway and re-designing shrub beds / flower beds
- Playground upgrades – 56th Ave & 58th street, Wally's
- Floating Islands Pilot project (proposing 2023 Budget)
- Wild Flower Naturalization

Tree assessments

Removal of mature trees and replanting

- Within Old cemeteries
- All parks



Skate Park – Requiring repairs and upgrading to user friendly state



Retaining walls

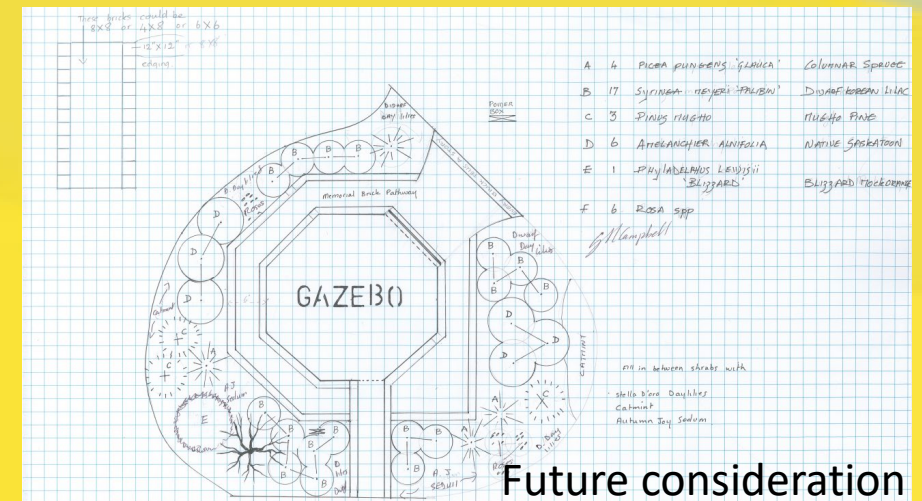
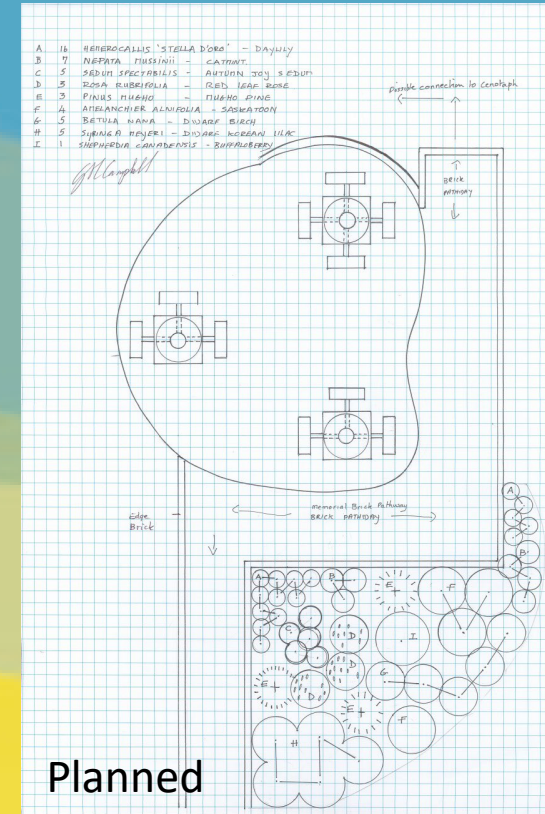
- Remove mulched areas,
- fill with cement



Create user friendly spaces



Memorial pathway Centennial park



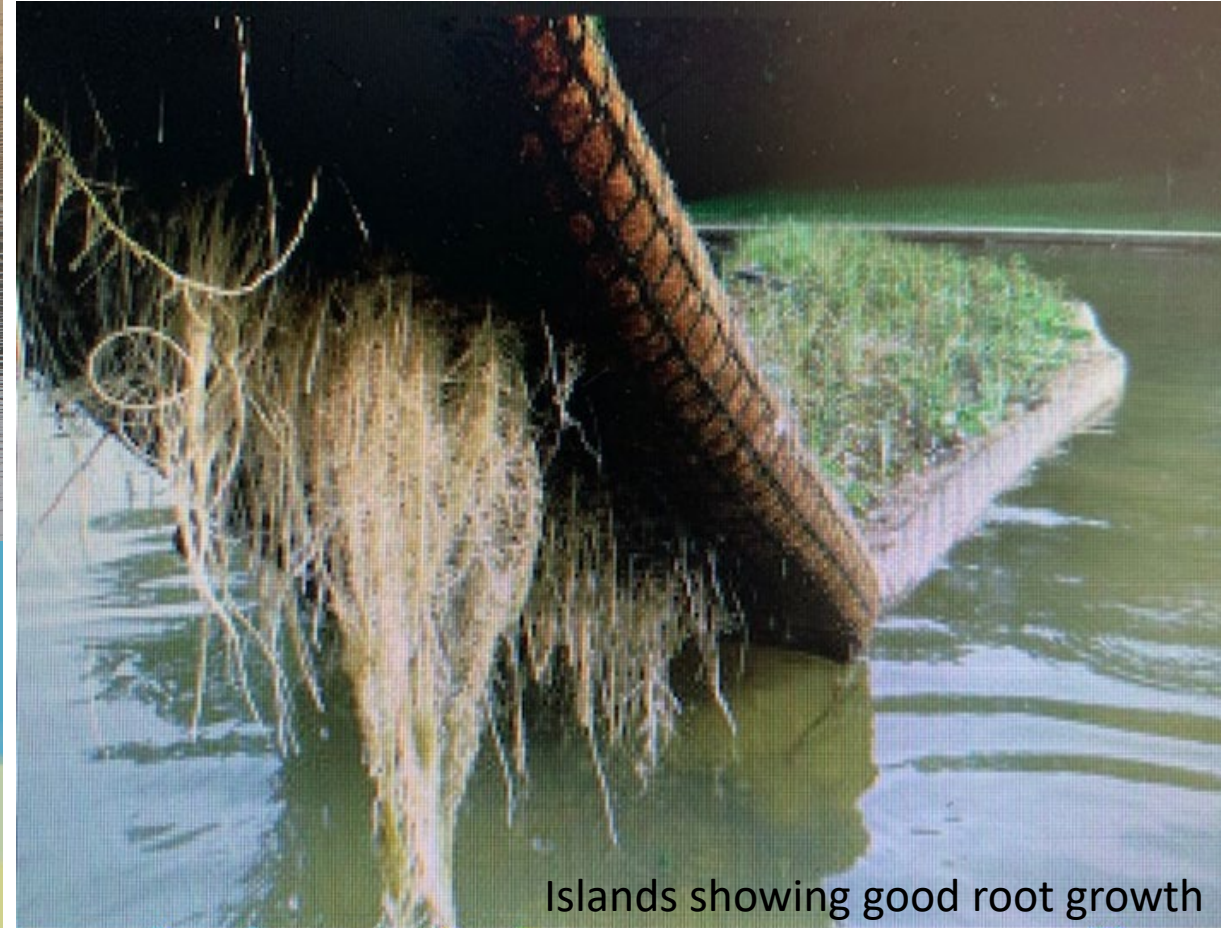


Playground Projects

- Replace playground equipment
- Address existing drainage problem areas

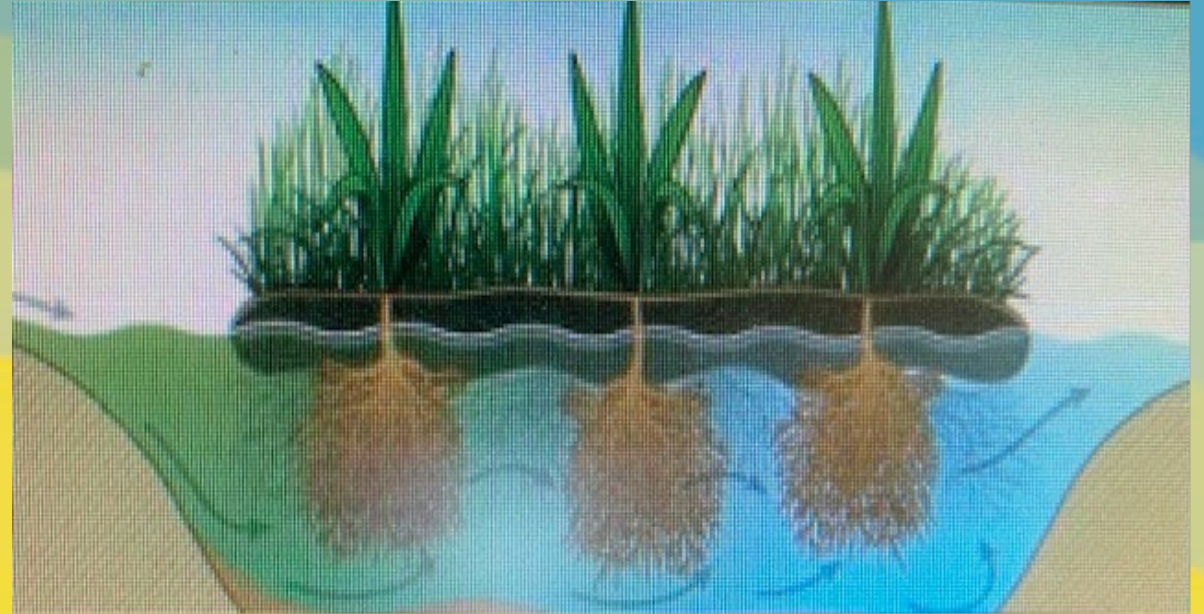
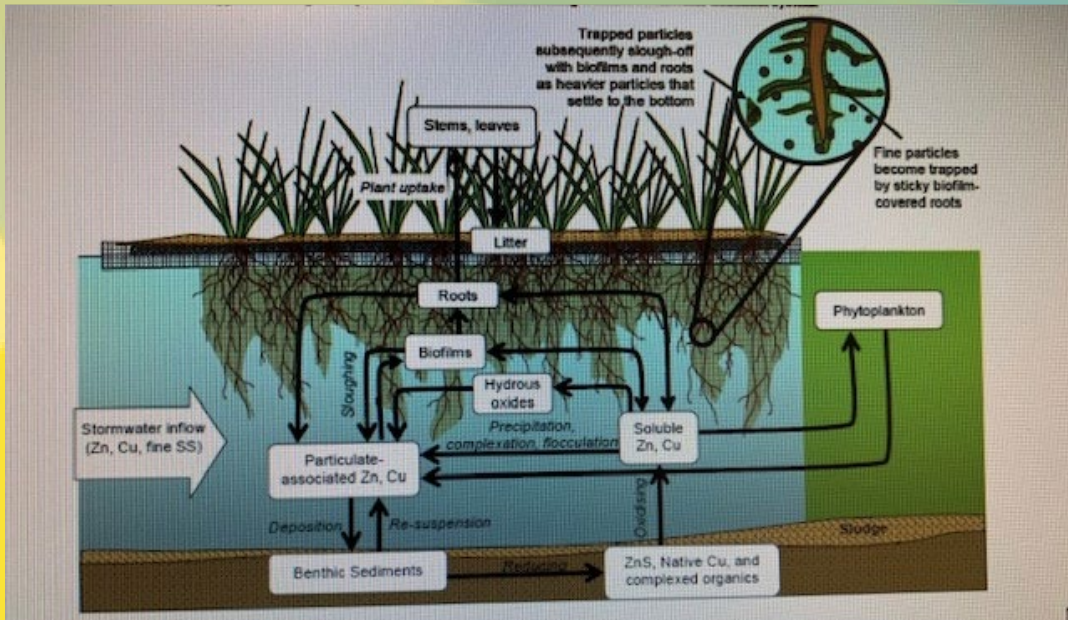


Floating islands in the City of Airdrie established in 2012-2013



Islands showing good root growth

Floating Islands on Storm Water Ponds



- Enhances the environmental and biological health of the pond as an alternative trial to add to what is already being used for cleaning the water
- They enhance aerobic processes such as nitrification, oxidation and the removal of ammonia
- Reduces suspended solids



Field of wildflowers - Banff, Alberta



Blue Flax - Southern Alberta



Wildflower Naturalization





QUESTIONS?



POLICIES AND PRIORITIES COMMITTEE REPORT

Date: March 7, 2022
Author: Doug Wagstaff, Director of Community Services
Department: Community Services
SUBJECT: Commemorative Dates and Proclamations

COUNCIL DIRECTION

Accept for information and/or provide direction to administration and bring back to a future regular council meeting.

BACKGROUND

Doug Wagstaff will lead a dialogue with Council regarding Commemorative Dates and Proclamations intending to have Council direct Administration to recommend a listing of known annual internal Council proclamations. This would also return with a recommendation from Administration that marketing and promotions plans are created corresponding to this formal list.

The context of the dialogue is to consider what dates Council desires to identify which dates the Council desires to acknowledge regardless of an external request. The presentation will include a listing of Commemorative Dates and Proclamations as listed from the Government of Canada and a listing of the proclamations the Town has done in the past.

<https://www.canada.ca/en/canadian-heritage/services/important-commemorative-days.html>

ATTACHMENTS

1. Council Policy 114C Proclamations



Prepared By: Office of the CAO

Council Approval Date: January 13, 2020

Effective Date: Immediately

Council Resolution No.: 20-11

References:

POLICY STATEMENT

The Town Council values the opportunity to consider a request for a proclamation.

PURPOSE

To establish criteria to evaluate proclamation requests and to inform those seeking Council's endorsement for a specific cause.

SCOPE

This policy applies to all proclamation requests received by the Town of Olds.

RESPONSIBILITIES

The Office of the Chief Administrative Officer (CAO) is responsible for proclamation requests to be evaluated and presented to Council.

STANDARDS

1. Requests for a proclamation must be in writing and received at least seven (7) days prior to the Council Meeting at which the request will go forward. The request can be sent to the following:
 Town of Olds Council
 4512 – 46 Street,
 Olds, AB T4H 1R5
 Email: legislative@olds.ca
 Fax: (403) 556-6537
2. All requests must contain draft wording of the proclamation. The Town of Olds may revise the wording as deemed appropriate.
3. At least one of the following criteria must be met:
 - a) The sponsoring agency be a charitable organization located or having a presence within the Town of Olds;
 - b) The cause be one of provincial or national significance and be brought forward and endorsed by a citizen of Olds;
 - c) The cause be of benefit to the majority of the citizens of Olds;
 - d) The cause is an initiative of the Town of Olds (the corporation).
4. Requests for proclamations with commercial or political overtones will not be considered.
5. Organizations may only request one proclamation annually.

6. Those requesting a proclamation that does not meet the criteria as established in the policy¹² will be informed of the Town of Olds Proclamation Policy.
7. Proclamations that meet the established criteria will be processed and presented to Council for consideration.
8. Proclamations that are endorsed by Council shall be prepared for the Mayor's signature and provided to the source of the proclamation request.
9. Proclamations not endorsed by Council will be notified by administration.
10. Proclamations proclaimed by Council will be posted on the Town of Olds website. All other advertising, publicity, or media coverage is the responsibility of the organization or person requesting the proclamation.
11. Proclamations are records of the Town of Olds and as such, are subject to the Records Management Retention Schedule Bylaw.

Approved: January 28, 2013 Motion No.13-23



POLICIES AND PRIORITIES COMMITTEE REPORT

Date: March 7, 2021
Author: Katharine Doyle
Department: Community Services
SUBJECT: Town of Olds Cemetery

COUNCIL DIRECTION

Accept for information.

BACKGROUND

An update on the cemetery will be provided by Community Facilitator Heather Dixon.

ATTACHMENTS

1. Power Point presentation

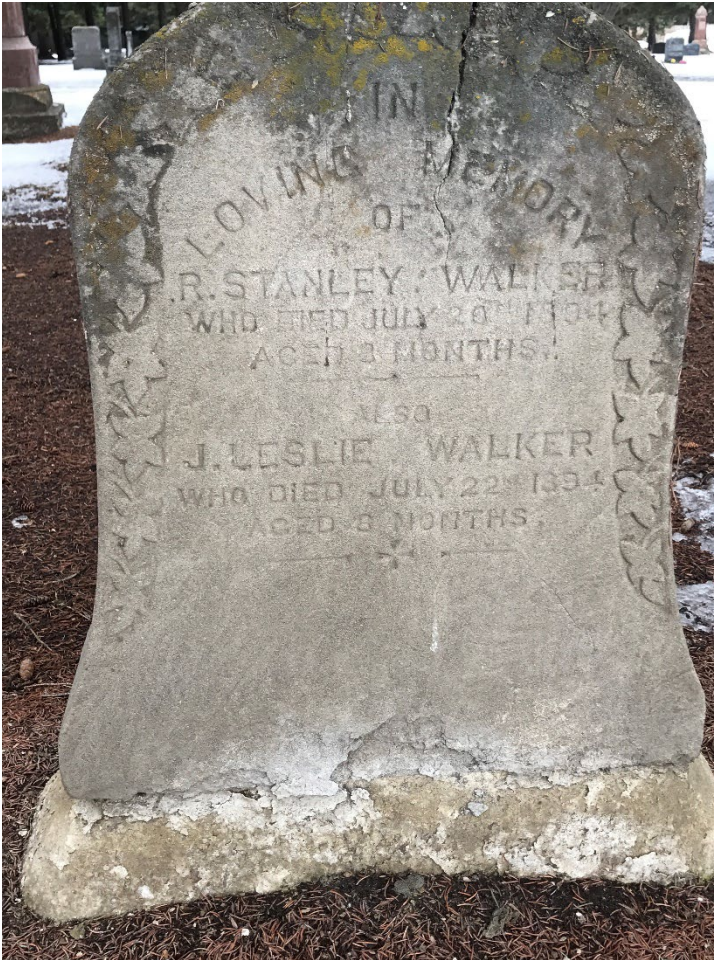
Welcome to our Cemetery

14



History dating back to 1894

15

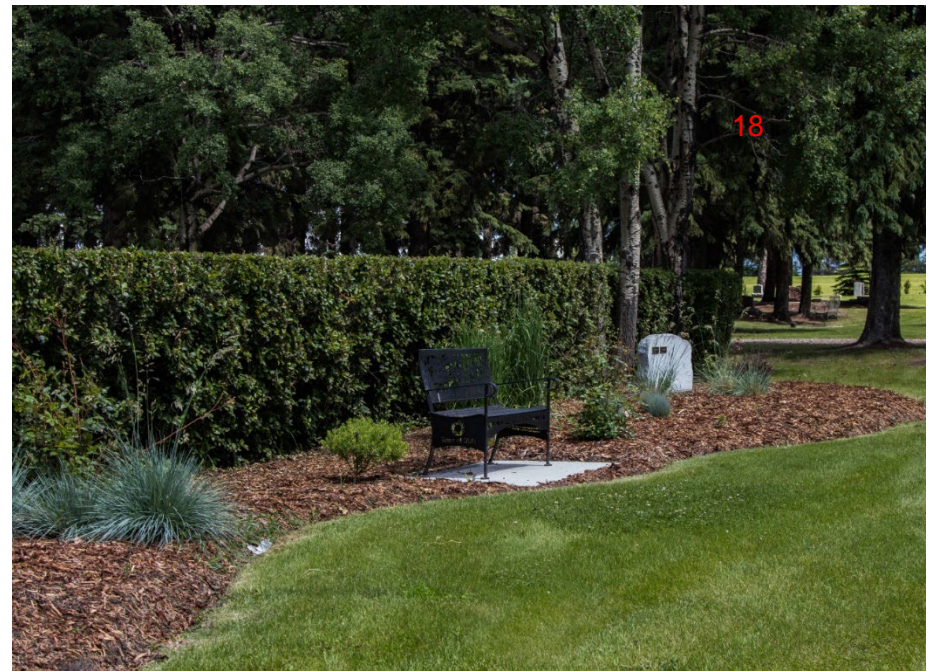




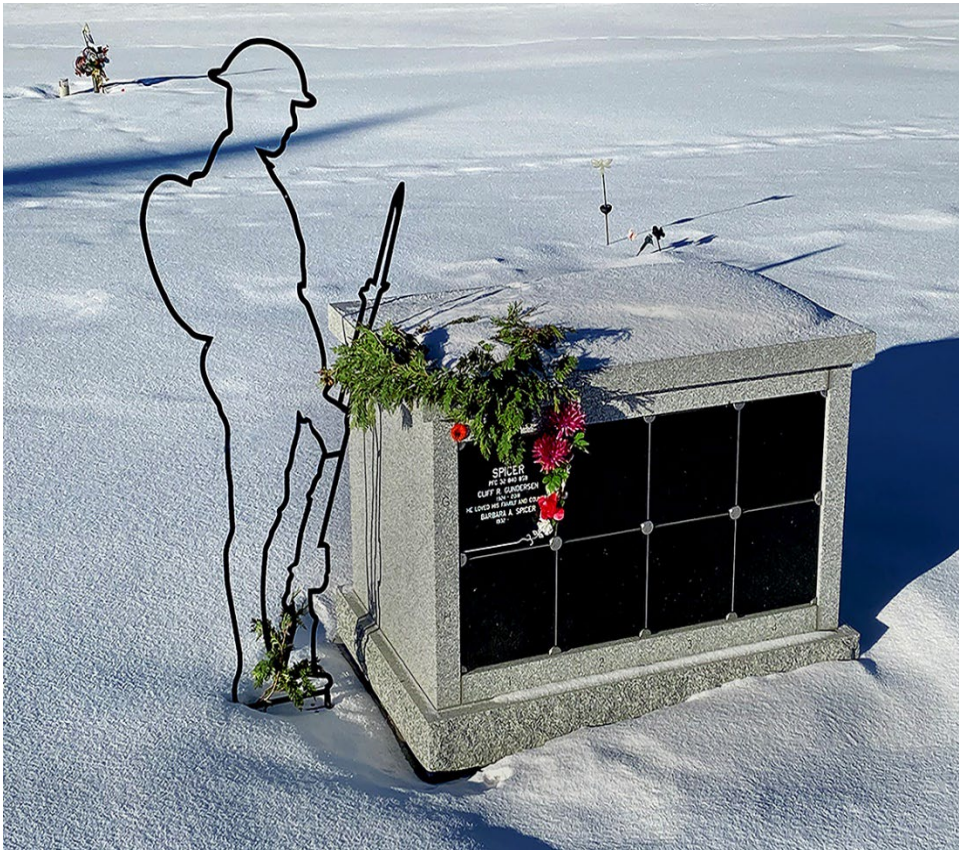
Historic Monuments

Interment Options





Field of Honor





Cemetery Updates

21

Rates

Condensed Rate Schedule

Cemetery Lots

	Resident	Non Resident
Adult	\$500	\$1100
Field of Honor	\$350	\$350
Columbarium	\$1045	\$1150

Grave Opening & Closing Summer/Winter

	Resident	Non Resident
Adult	\$440/\$660	\$550/\$770
Cremation	\$240/\$440	\$330/\$550
Scattering Garden	\$100/\$150	\$150/\$225

*Summer rates are effective May 1.
Winter rates are effective November 1.*

Late Fees


*(After 3:30 pm on Weekdays
or Saturday & Sunday Interments)*


	Resident	Non Resident
Per Hour	\$82.00	\$137

*Regular lots may contain
one full burial and three cremains
OR a total of three cremains.*


Did You Know?

- The term "cemetery" comes from the Greek, and means, literally "sleeping place".
- The old section of the cemetery is 13 acres. Currently, an additional 20 acre section immediately to the south is under development.
- The earliest recorded burial was in 1894.
- On average, there is one interment per week at the Olds Cemetery.





Town of Olds



Town of Olds Cemetery

4512 46 Street
Olds, Alberta
T4H 1R5
Phone: 403-556-6981
Email: cemetery@olds.ca

Bylaws

Rate Review

Stone Orchard

Parking Lot

Cemetery Expansion 2017

22

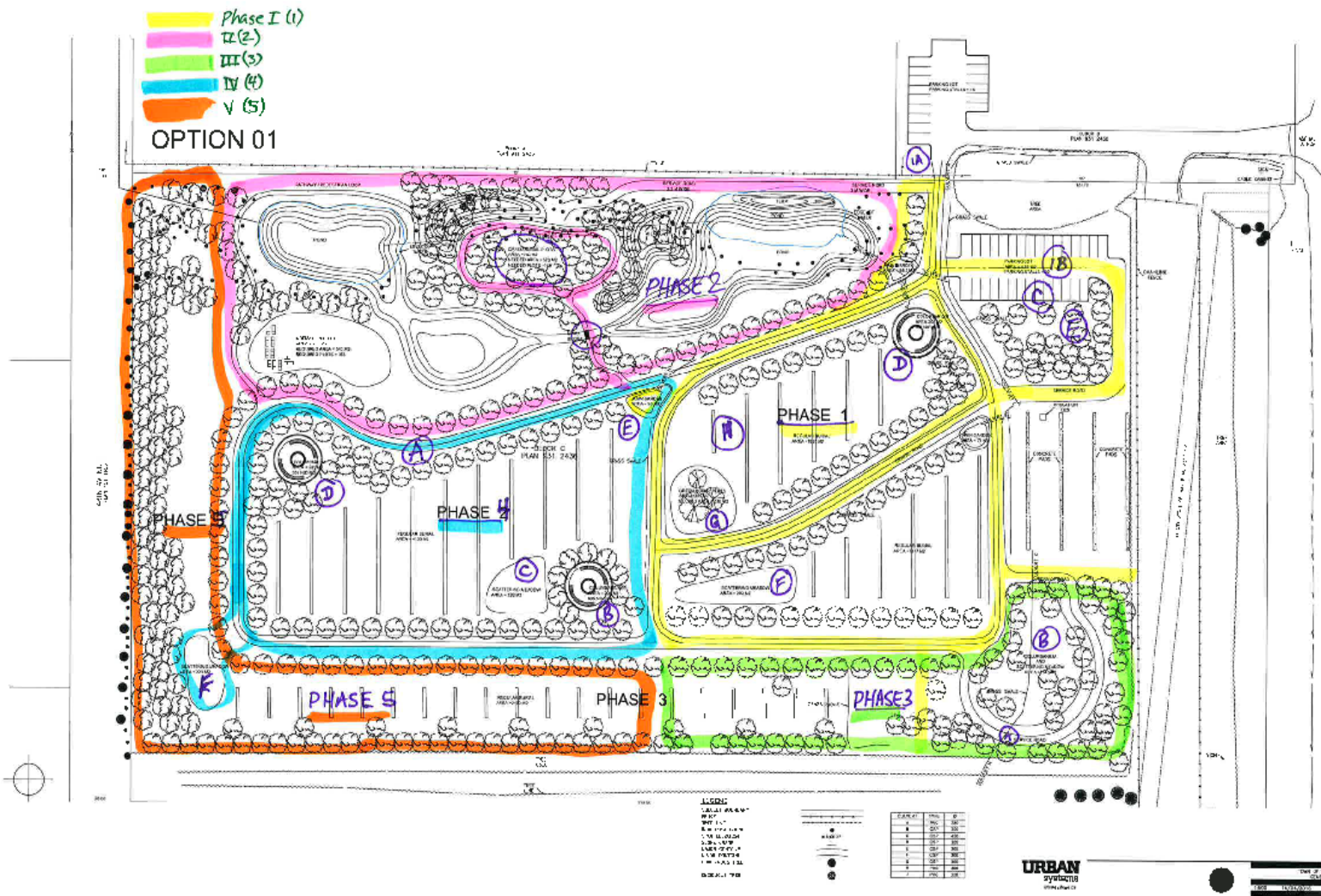






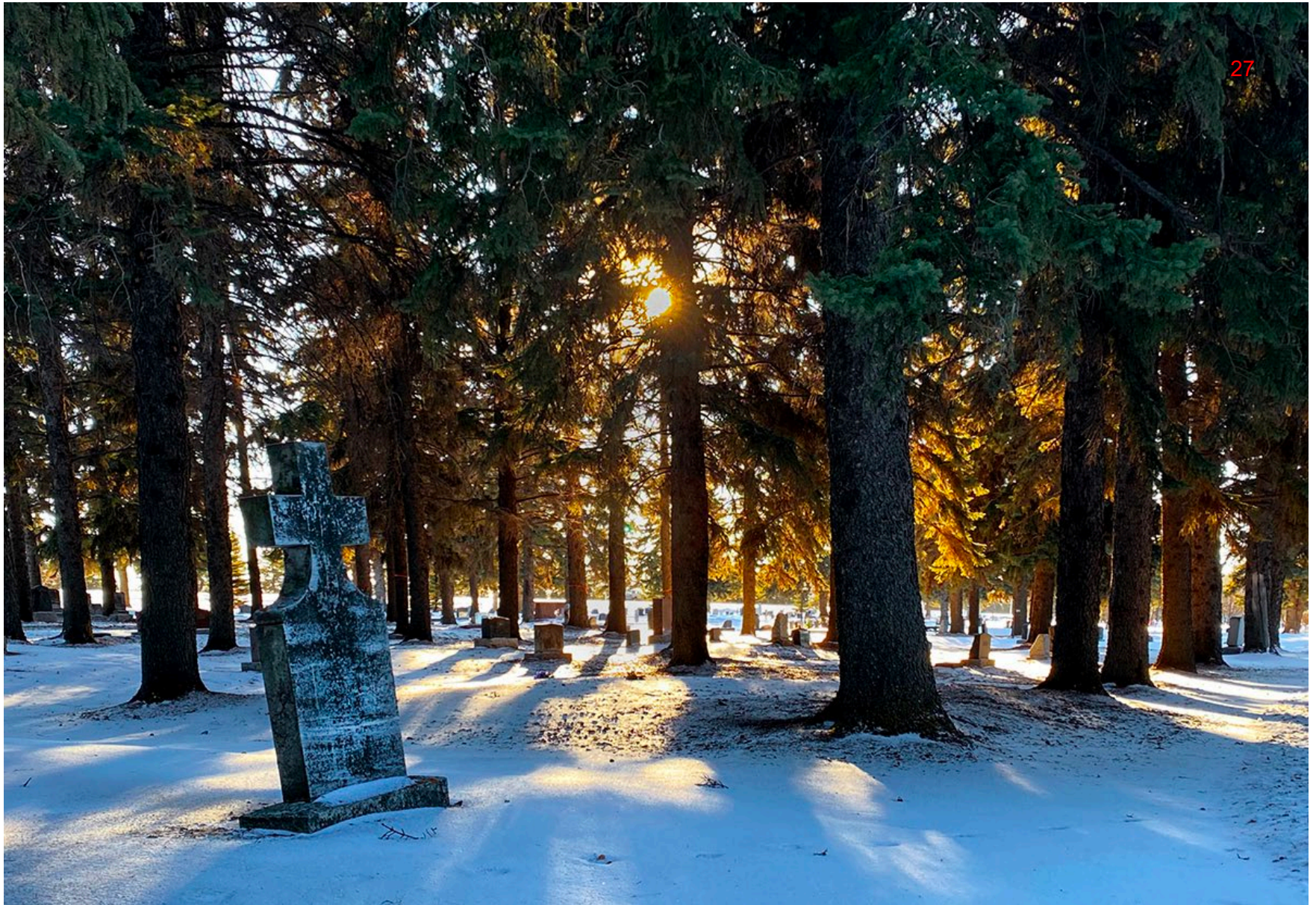
Ongoing Expansion

25

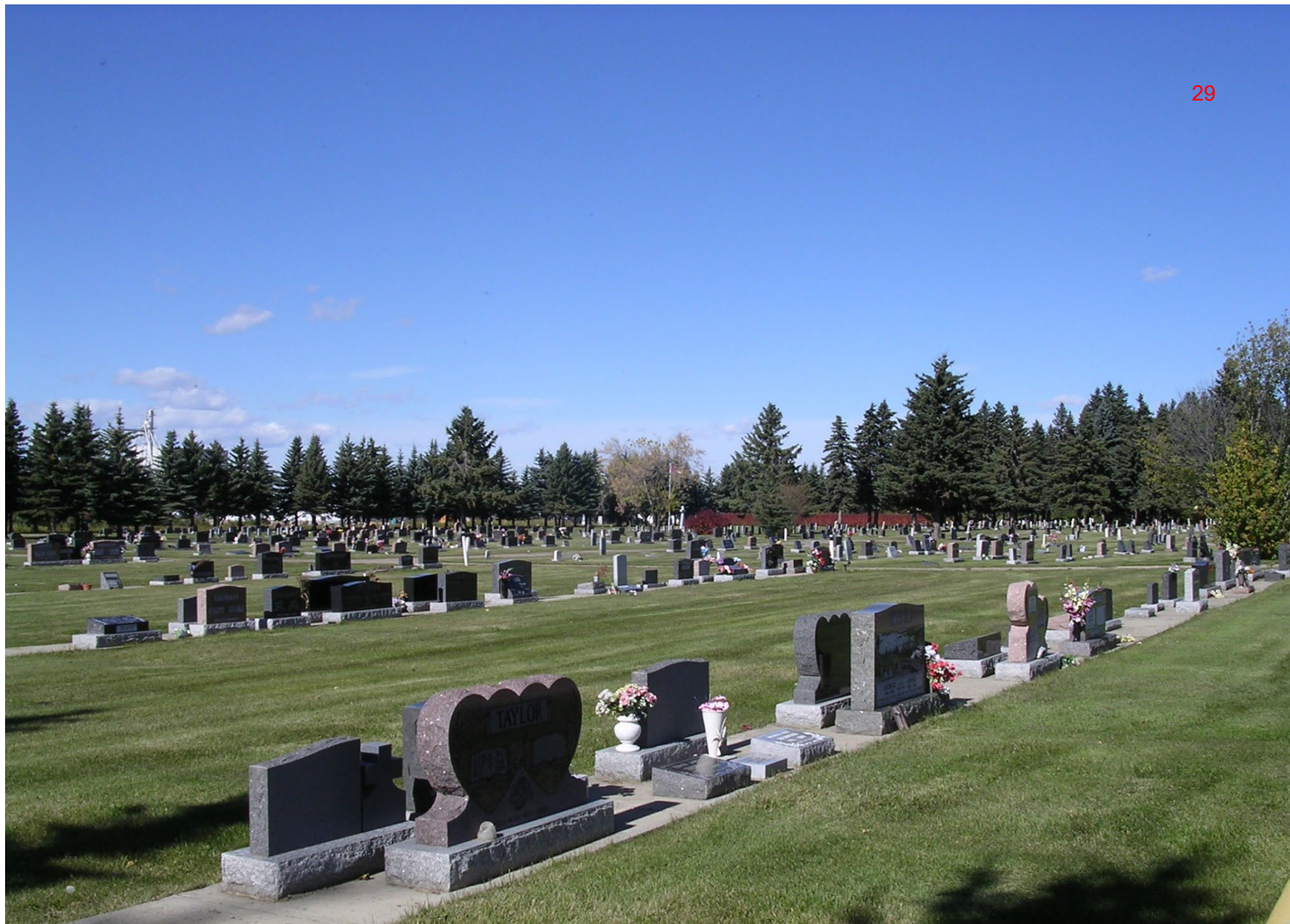


Lions Memorial Forest









Questions? Comments?

Katharine Doyle
Community Facilitator
Cemetery Administration



POLICIES AND PRIORITIES COMMITTEE REPORT

Date: March 7, 2022
Author: Director of Operations, Scott Grieco
Department: Operations
SUBJECT: Operations / Capital Project Monthly Update

COUNCIL DIRECTION

Accept the verbal updated as presented, for information.

BACKGROUND

During construction of capital projects throughout the year a monthly update is provided at Policies and procedure meetings. These updates are based on work that is currently being worked on and change from time to time as some projects are completed and others are started throughout the year.

ATTACHMENTS

Monthly Summary

**RE: OPERATIONAL UPDATE****Capital Projects****Highway 27 & 70 Ave:**

- Lights are in and completely installed and programmed.
- Cleanup on the project and final sign off on warranty will be in March/April
- Project is nearly completed and on budget

68th Street / Roundabout:

- Road remains blocked as there is snow accumulation and operations are evaluating the safety
- Cleanup on the project and line painting will begin in the spring after the winter season
- Project nearly completed and is on budget

Snow and Ice Control:

- Parks we have four pieces of smaller equipment for snow removal. Three pieces of equipment have been down at the height of the cold snap. No in house mechanic so we are reliant on outside sources.
- We have had issues with our snow blower most recently and we are close to having this completed.
- Our sander is also down, and we are using our secondary one. This is being investigated by operations.
- Ice and slush have caused us to continue operations with snow removal to avoid ice jamming on roadways and in our drainage systems
- Received two positive comments on the quality and how quick we were able to react to the snow removal and some negative feedback which we have responded to via the RAP program.
- Reminder: that cul-de-sacs are completed last in accordance with our level of service
- Jan – March was \$68,000 spent on a budget of \$140,000

Water and Sewer:

- One water break that was not the result of freeze thaw and was repaired

Planning and Development:

- Road names within the annexation area were approved by the Municipal Planning Commission on February 17th. Range Road 13 will now be known as 34 Avenue on the northeastern end of town. 46 and 50 Avenues now extend farther north in name to the new Town boundary.

- Civic addresses have been proposed for the 9 new properties within Town limits. An internal review is now underway by Planning & Development and the Fire Department to finalize these addresses.

Outdoor Rinks

- 10 rinks created, 1 rink abandoned (Rotary Field) (Hartman Green, Neil Leatherdale, Centennial, Richards, Deer Meadow, Holy Trinity, Highlands Pond, Vistas Pond, Winter Lake all operational)
- Use has been sporadic due to weather extremes, but they are being used
- By using poly liners this year construction and maintenance of ice has been easier. Less water used to keep them useable
- We have struggled a bit this year as with extreme cold as it isn't prudent to operate fire equipment in those temperatures unless necessary
- Have received positive feedback from public with access, benches, and locations.



POLICIES AND PRIORITIES COMMITTEE REPORT

Date: March 7, 2022

Author: Michelle Jorgensen, Heritage Advisor

Department: Community Services

SUBJECT: Olds High School - A UNESCO Associated & Fair Trade School

COUNCIL DIRECTION

Accept for information and/or provide direction to administration and bring back to a future regular council meeting.

BACKGROUND

Bev Toews, Olds High School UNESCO Coordinator, will be in attendance as a delegation to provide a presentation to Council about being a UNESCO Associated & Fair Trade School and how that ties into the Town of Olds Welcoming and Inclusive Communities initiative.

ATTACHMENTS

1. Olds High UNESCO Presentation Slides - UPDATED agenda package March 10
2. Olds High UNESCO Sustainable Development Goals poster
3. United Nations Declaration of Human Rights

Olds High School

A UNESCO Associated & Fair Trade School



National Coordination Canada
Coordination nationale Canada



Member of
UNESCO
Associated Schools
Membre des
Écoles associées
de l'UNESCO



Creating a culture of peace through:

UNESCO Ideals

Learning To Be all that one can be

Learning To Know

Learning To Do

Learning To Live Together Sustainably

UNESCO Associated School Themes

UNESCO's Mission and Mandate and the SDGs

Global Citizenship Education

Education for Sustainable Development and Climate Action

Indigenous Education and Reconciliation

Students learn to reflect on global challenges such as peace, climate action, human rights, cultural diversity, and sustainable development, while contributing to positive change in their own communities.

UN Documents

United Nations Declaration of Human Rights
United Nations Declaration on the Rights of
Indigenous Peoples - TRC calls to action



EOHS Mandate Mission Vision

Mandate - ...provides educational opportunities that **enable students to become responsible and productive member of society**

Mission - foster learning in a safe, challenging and **diverse environment**

Vision - **honesty, integrity, respect for self**, others and property, progressive environment with a variety of educational programs that motivate students and staff to meet their potentials as life-long learners.

nurturing a cooperative relationship between the school and community

EOHS Belief Statements

Responsible Citizenship,
Personal Responsibility,
Equity and Diversity of Opportunity,
Professionalism of Teachers,
Active Involvement of Parents

Community Involvement - Ecole Olds High School values interaction with the community and believes that the school is an integral part of the community

Chinook's Edge mission and vision

“....collaborative learning community where learning is personalized for all students to achieve success as compassionate and innovative global citizens

Provides Authentic knowledge - UN, producers, Indigenous Perspectives, refugees

- engages students based on
Interests (extra-curricular)

Teaching Quality Standards

Our grade questions - Who am I? Where am I going?

How do I get there? Do I have what I need **SDG #11, 16**

Diverse approaches in our quads - to be, to know, to do, to live together

Exchange students - to know, to live together

- Global Citizenship **SDG #17**

Inclusive Ed - to be, to know, to live together

- Peace and Human Rights **SDG #4, 10, 11 16**

Indigenous Ed. - to be, to know, to live together **SDG 1,4,6,10,11**

-Reconciliation

Get Real Day - to be all that you can be, to do, to know, to live together

- Inter-Cultural Ed, Peace and Human Rights **SDG 10,11,16**

Speakers in Classes - CARE, Bertrand Bickersteth, Overture with the Arts

Interact Clothing Swap - to do, to live together

- Ed for Sustainable Development ***SDG 10, 12***

Staff Book Discussions - to know, to do, to live together

- Reconciliation ***SDG 4,10,11,16***

- Peace and Human Rights

Staff PD - Elders, Calgary Sexual Health, Inclusive Education

- to know, to live together

- Peace and Human Rights ***SDG 4,5,10,11,16***

Blanket Exercise - to know, to live together

- Inter-Cultural Ed

- Peace and Human Rights ***SDG 1,4,6,10,11***

Indigenous Games Phys Ed - Reconciliation **SDG 3**

Grade 10 SS - Banana Wars - Global Citizenship, Human Rights
Fair Trade - Sustainable Development **SDG 1,2,3,5,6,8,9**
10,11,12,13,15,16,17

Digital World - tech minutes - **SDG 6,7,9,11,12,13, 17**
Indigenous Ed, Black History Ed other social issues

Art - Social Justice project - Human Rights, Sust. Dev. **SDG 1,3,5,10,12**

Environmental Club, Interact Club, Fair Trade Committee, GSA, Art Club,
Creative Writing Club, Sports, Ethics Bowl.

Youth Nuclear Peace Summit

Hosted 2 International UNESCO conference

UNESCO conference - environmental sustainability and social justice

Leadership conference - Fair Trade Event Award

Norwegian/ teachers exchange - NORCAN

UNESCO Steering Committee - Indigenous Youth Gathering

UN Human Rights Conference New York

Youth summit on climate change - Copenhagen

Respected member of the UNESCO and Fair Trade Networks

Fair Trade

Deepens our commitment to UNESCO

Living wage

No child exploitation/slavery

Gender equity

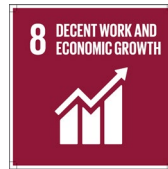
Environmental sustainability - organic

No GMOs

Access to credit and long term contracts

Democratic cooperatives

Third Party Auditing



The cheapest price is not always the best buy

Fair Trade School

- Committee
- Use of Fairtrade certified products
- Put on events
- use at play concession, banquets, tournaments etc



Products available through fair trade

Coffee

Chocolate

Spices

Sports balls

T-shirts

Flowers

Cotton

Bags

Quinoa

Sugar

Tea

Coconut Milk

Bananas

Avocados

Rice

Hand made articles

Town of Olds - what's already happening

- Ecole Olds High School - UNESCO Associated School
- National Indigenous Peoples' Day celebrations
- Cultural Days
- Mountain View Moccasin House Society
- Age Friendly Olds - Community Lifestyles Committee
- Mountain Film Group
- Community Art
- Ubuntu presentation to council



More Opportunities for Olds

- Library hosts book club studies on books written by authors reflecting a variety of cultures ie, Black, Indigenous, People of Colour, LGBTQ etc. (hard topics)
- Mountain View Film Group hosts movies and documentaries highlighting a variety of diverse perspectives, followed by discussions
- Speakers series addressing anti-racism and celebrating people of a variety of cultures, abilities, sexual orientations and walks of life.
- community dinners
- Blanket Exercises
- Black History Month events
- help with English Language Learners



Collaboration between Olds High School, Fair Trade Olds and Fair Trade Calgary Co-hosted this conference and

- Fast fashion, chocolate - cacao producer
- Students' projects, assignments ie Leadership passion project
- Environmental Club, Leadership Classes, Interact Club, Fair Trade Committee

United Nations Declaration of Human Rights

Preamble

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,

Whereas it is essential to promote the development of friendly relations between nations,

Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,

Whereas Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,

Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,

**Now, therefore,
The General Assembly,**

Proclaims this Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article 1: Right to the full enjoyment of all human rights and fundamental freedoms, as nations and as individuals

Article 2: Right to live as equals and to live free from discrimination

Article 3: Right to self-determination

Article 4: Right to autonomy or self-government

Article 5: Right to have their own Indigenous institutions and right to participate in the life of the State

Article 6: Right to a nationality

Article 7: Right to life, mental and physical integrity, liberty and security. Right to live in freedom, peace and security as distinct Indigenous peoples, safe from genocide, violence, including removal of children.

Article 8: Freedom from forced assimilation or destruction of cultures, the right to effective protection and remedies for such actions.

Article 9: Right to belong to an Indigenous community or nation, according to their traditions and customs

Article 10: No removal from lands and territories without free, prior and informed consent

Article 11: Right to practise, revitalize and protect their traditions and cultural property, and to effective mechanisms to recover cultural property taken without permission

Article 12: Right to practice and teach spiritual and religious traditions, to protect and have access to their own cultural sites and ceremonial objects, and a way to recover human remains taken from them.

Article 13: Right to recover, use and teach Indigenous languages, knowledge and oral traditions and to use these in courts and other places

Article 14: Right to their own education systems, as well as the right to education provided by the State without discrimination

Article 15: Right to have all Indigenous cultures portrayed with dignity in education and public information

Article 16: Right to their own media in their own languages, to non-Indigenous media that does not discriminate, and to fair representation of the diversity of Indigenous peoples in media

Article 17: Right to all labour protections at home and abroad, as well as special measures to protect children from harmful and dangerous work conditions

Article 18: Right to participate in decision-making in matters which would affect their rights, through representatives chosen by them

Article 19: Indigenous peoples must be consulted with in good faith and to their satisfaction before states make laws or take other action that could affect them

Article 20: Right to their own institutions to freely engage in traditional and other economic activities to provide for themselves, and the right to remedies if these rights are violated

Article 21: Right to make their lives better, including improving education, employment, housing and health, with particular attention to the needs of women, children, Elders and people with disabilities

Article 22: States shall take special measures to protect the rights of women, children, Elders and persons with disabilities and to ensure women and children are protected against violence and discrimination

Article 23: Right to set their own priorities and strategies for development

Article 24: Right to their traditional medicines and health practices as well as to the highest standard of health and social services available

Article 25: Right to maintain and strengthen their distinctive spiritual relationship with traditional lands, territories and resources

Article 26: Right to their traditional lands, territories and resources, to do with these as they see fit, and to receive legal protection for their lands and resources

Article 27: Right to an impartial and culturally appropriate process to resolve any disputes regarding Indigenous land rights

Article 28: Right to remedy for land wrongly taken, occupied, used or damaged in the form of equal lands, territories and resources or other compensation

Article 29: Right to conserve and protect their lands, territories and resources, to not have hazardous materials stored or dumped there, and to measures to restore the health of people affected by environmental contamination

Article 30: No military activities shall take place on their lands or territories without a good reason, or unless freely agreed or requested by Indigenous peoples

Article 31: Right to maintain, control, protect and develop the things created from their own cultures, sciences and technologies, including seeds, medicines, sports and arts

Article 32: Others must obtain the consent of Indigenous peoples before any projects can take place on their lands, territories or resources and must provide remedy if this causes them any harm

Article 33: Indigenous peoples have the right to determine their own membership according to their own customs and traditions

Article 34: Right to promote, develop and maintain their own institutions, procedures and practices, including legal practices

Article 35: Right to determine the responsibilities of individuals to their own communities

Article 36: Indigenous peoples whose territory crosses borders have the right to maintain and develop contacts, relations and cooperation with their own members on either side of those borders

Article 37: Right to have all past and current Treaties and agreements recognized, upheld and enforced

Article 38: States are to work in consultation and cooperation with Indigenous peoples to achieve the ends of this Declaration, including making laws

Article 39: In order to fully enjoy the rights in this Declaration, Indigenous peoples have the right to financial and technical assistance from the State or international groups

Article 40: Right to access to fair and just procedures to resolve and remedy conflicts and disputes with the State or other groups

Article 41: The United Nations is to take action to support the full realization of this Declaration and Indigenous peoples are to be full participants in this process

Article 42: The United Nations, including its Permanent Forum on Indigenous Issues and its specialised agencies, as well as States are to promote respect for this Declaration and monitor its application

Article 43: The rights in this Declaration are the minimum standards for the survival, dignity and well-being of all Indigenous peoples

Article 44: This Declaration applies to male and female Indigenous individuals equally

Article 45: Nothing in this Declaration can be seen to diminish current or future rights of Indigenous peoples

Article 46: The rights and freedoms of all people are to be respected, and if it is necessary to put limits on the rights and freedoms in this Declaration it must be done in a non-discriminatory way that respects international human rights laws and obligations and principles such as democracy and justice.



POLICIES AND PRIORITIES COMMITTEE REPORT

Date: March 7, 2022
Author: Michelle Jorgensen, Heritage Advisor
Department: Community Services
SUBJECT: Olds Municipal Library (OML)

COUNCIL DIRECTION

Accept for information and/or provide direction to administration and bring back to a future regular council meeting.

BACKGROUND

Lesley Winfield, OML Manager, will be in attendance as a delegation to provide a presentation to Council.

ATTACHMENTS

1. Olds Municipal Library Presentation Slides

OML Annual Update

I have found
the most valuable thing
in my wallet
is my library card.

- LAURA BUSH -





The library had
1594 / 2500 open
hours in 2020!




27,241 people
walked through
our doors last year








The library added
2,475 new items
last year



Bringing the total
collection to
38,371

Items Added:

Print:	2475
Non-print:	1838
eMaterials:	\$5855.06



Collection & Library Use

Population	Essential	Enhanced	Excellent
10,001 - 20,000	<ul style="list-style-type: none"> - 30,000 or 2.5 items/capita, whichever is greater - 15% of collection less than 5 years old - entire collection weeded every 5 years 	<ul style="list-style-type: none"> - 40,000 or 3.5 items/capita, whichever is greater - 20% of collection less than 5 years old - entire collection weeded every 4 years 	<ul style="list-style-type: none"> - 50,000 or 4.5 items/capita - 25% of collection less than 5 years old - entire collection weeded every 3 years
10,001 - 20,000	9,500 sq. ft 883 sq. m.	13,000 sq. ft 1,207 sq. m.	16,000 sq. ft 1,486 sq. m.

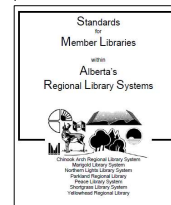
Municipal Population: 9,184

County Population: 3,218

Total official population served: 12,402

*population numbers don't include people served that use our library from other communities

Current sq m: 627









There were **9619** downloads of e-Content



Contributing to a total of **80266** checkouts!








2,591 people have a card at our library




In addition to 32,675 visits to our library website!

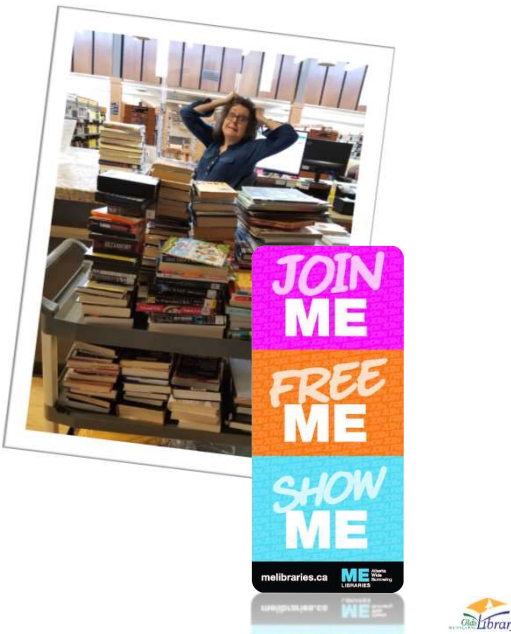





We lent our items to
libraries outside of
our system **29,662**
times




And brought in
20,635 items upon
patron request






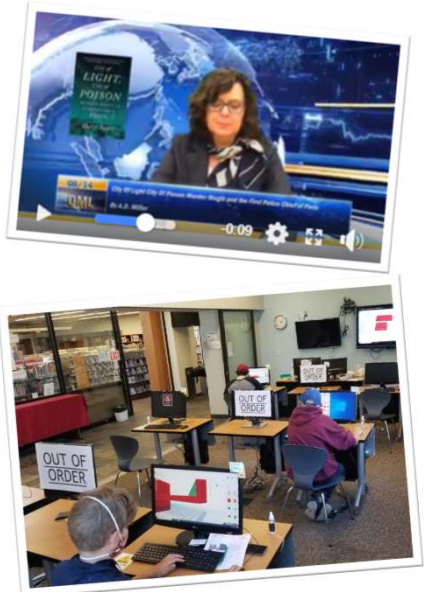
They were in use
2767 sessions for
an average of 40
min per session



The library has **22**
public computers

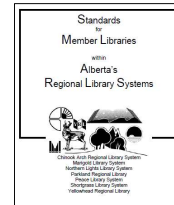


There were also
50,358 connections
to our Wi-Fi



Technology & eService

Population	Essential	Enhanced All of essential plus	Excellent All of enhanced plus
10,001 - 20,000	Basic requirements plus: - 10 public workstations - 4 circulation workstations - 1 staff workstation per 1 FTE	- local training lab - redundancy for server drives - on-site IT staff - redundancy for Internet connection - 2 additional public workstations	- access to voice-over-IP (VOIP) technology - 3 additional staff workstations



Library Volunteers

Volunteers

of volunteers

29 (including board)

hours volunteered

154 hours = \$3500.00 saved



29 amazing
volunteers help
deliver service!






We offered
152 programs
for Children
and youth



66 for adults
and seniors







And **81** for
families



2965 people
attended in
total!



Programs & Strategic Plan


Create Young Readers


Early Literacy – Children from birth to 5 will have programs and services designed to ensure that they will enter school ready to learn to read, write and listen.

Parents will have access to programs, materials, services & experiences that allow them to foster early literacy skills in their children.

The library will facilitate **support networks for parents** and caregivers with children ages 0-5 years.

Children ages 0-5 will have programs, materials, services & experiences that foster a love of reading and prepare them to enter school.





Programs & Strategic Plan

Satisfy Curiosity

Residents will have the resources they need to explore topics of personal interest and continue to learn throughout their lives.

Youth ages 6-17 will have programs, materials, services & experiences and access to technology that allows them to explore a wide variety of personal interests.

All people feel empowered to pursue their passions and find a community with similar interests.

Adults in the community will have programs, materials, services & experiences and access to technology that encourage them to explore areas of personal interest.



Programs & Strategic Plan

Celebrate Diversity

Residents will have programs and services that promote appreciation and understanding of their personal diversity and the diversity of others in the community.



Youth ages 13-17 will have a safe space and programs to celebrate and share their individual diversity.

Adults will have programs that allow them to become **more aware of diversity issues**. (i.e. employers, seniors, adults, taking diversity training)

Minority groups will have space & programs that help them become fully engaged in our community and allow them to celebrate their diversity with others.

Questions?

Lesley Winfield

Library Manager

lwinfield@prl.ab.ca

403-556-6460





POLICIES AND PRIORITIES COMMITTEE REPORT

Date: March 7, 2021
Author: Doug Wagstaff
Department: Community Services
SUBJECT: Olds Grizzlys Presentation

COUNCIL DIRECTION

Accept for information and/or provide direction to administration and/or bring back to a future regular council meeting.

BACKGROUND

The Olds Grizzlys Jr A hockey club operate as a not-for-profit society regulated under the Societies Act as the Friends of the Grizzlys Society. Playing in the Alberta Junior Hockey League (AJHL) the Olds Grizzlys play out of the Olds Sportsplex. Attending to present to Council are society Director Mike Muzychka, Head Coach Scot Atkinson, and Secretary Treasurer Nikki Grover.

ATTACHMENTS

1. Donation request letter

Happy New Year from the Olds Grizzlys!!!!



Since The Friends of Grizzlys took over the organization some 5 years ago we are seeing some fantastic 'dividends' paying off in the community of Olds. A renewed and enhanced partnership with Olds Minor Hockey has great traction and has helped improve both organizations. With the more recent hiring of Scott Atkinson as head coach we are seeing a much-improved culture with the on-ice product as well. This foundation that Coach Atkinson has laid is meant not only to improve that on ice product but to as he puts it "turn ambitious boys into productive young men".

As you may or may not know the Grizzlys have been utilizing some retail space in Uptown Olds for dry land training and meeting space. Unfortunately, that space has been sold and the Grizzlys will have to vacate by the end of January. Rick Cowling has generously offered the Grizzly's about 3000 square feet in his new building just off Highway 27 at a hugely discounted rental rate. G & G Developments and other sub-trades have generously donated their time and labour to complete construction of a new facility that will be utilized by the Grizzlys, Olds Minor Hockey and other Minor Sports Teams in Olds, upon request. The materials to complete the construction will cost about \$40,000 and we are asking for the support of our community to help pay for this great space that will benefit many children in Olds.

We will be recognizing the generosity of your donation in the facility with a donners wall and we will be having a Donner Application Game later this season and will be taking out a full-page advertisement in the Mountain View Albertan thanking your for your donation.

Please make cheques payable to the The Friends of the Grizzlys or e-transfer your donation to sales@oldsgrizzlys.com.

If you have any further questions you can call:

Michael Muzychka

Nikki Grover

403-830-2886

403-507-9016



POLICIES AND PRIORITIES COMMITTEE REPORT

Date: March 7, 2022

Author: Terri Sperle, Grants Coordinator

Department: Community Services

SUBJECT: Alberta's Rural Health Professions Action Plan (PhPAP) Presentation

COUNCIL DIRECTION

Accept for information and/or provide direction to administration and bring back to a future regular council meeting.

BACKGROUND

Alicia Fox, Rural Community Consultant, South Central Zone, PhPAP, will be in attendance as a delegation to provide a presentation to Council.

ATTACHMENTS

1. PhPAP Presentation Slides
2. PHPAP Informational Documents



Alberta's Rural Health
Professions Action Plan

Attraction and Retention Support to Rural Alberta Communities

Olds Town Council
March 7, 2022

Who is RhPAP? Here's what we do:

- ✓ Research-backed strategies to attract and retain health professionals
- ✓ Accommodations for medical learners ← *Including Olds!*
- ✓ Rural experiences
- ✓ Continuing medical education and locum support
- ✓ Amplify the rural community voice
- ✓ Foster partnerships through knowledge sharing, collaborative discussion, and information sessions



Community Development & Engagement

Grow the capacity of rural community attraction and retention committees to positively influence the experiences of their local health-care professionals and students.



Jill Tilley
Far Northwest Zone
780-956-4182
Jill.Tilley@rhpap.ca

Jennifer Best
Far Northeast Zone
780-881-9336
Jennifer.Best@rhpap.ca

Holly Handfield
Northwest Zone
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Anita Fagnan
Northeast Zone
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Anita.Fagnan@rhpap.ca

Colleen Lindholm
North Central Zone
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Colleen.Lindholm@rhpap.ca

Alicia Fox
South Central Zone
403-360-7380
Alicia.Fox@rhpap.ca

Julie Davis
South Zone
587-220-6644
Julie.Davis@rhpap.ca

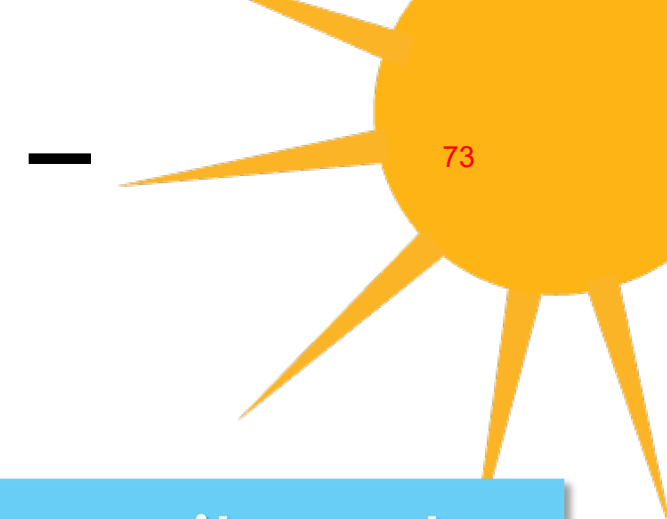
Town of Olds Council Policies and Priorities Committee Meeting Monday, March 7, 2022

Rural Community Consultants



Attraction, Retention & Recruitment

What's the difference?



Attraction

- ✓ Focuses on *supporting* health professional recruitment efforts
- ✓ Help professionals become invested in the community
- ✓ Highlights and showcases the best parts of the local region

Retention

- ✓ Focuses on ongoing efforts
- ✓ Supported by formal and informal recognition of existing HCPs
- ✓ Considered a continuum rather than singular events

Recruitment

- ✓ Formal process of filling an employment vacancy
- ✓ AHS Medical Affairs and Talent Acquisition roles

Discovering each piece

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Committees...

- ✓ May support Let's Go Rural! Experiences
- ✓ Work alongside recruiters to assist with site visits or community tours
- ✓ Connect with incoming locums or residents
- ✓ Host "Grow Your Own" events
- ✓ Prepare community information sheets
- ✓ Organize "show & tell" events for schools or host field trips
- ✓ Come up with their own creative ways!

RhPAP...

- ✓ Provides A&R grants
- ✓ Supplies resources from our "Toolkit"
- ✓ Champions efforts by highlighting community successes
- ✓ Connects committees to various sources in government or other communities
- ✓ Facilitates conversations

Discovering each piece



Committees...

- ✓ Help new professionals navigate the community
- ✓ Support families of new & existing HCPS
- ✓ Nominate HCPs and teams for awards
- ✓ Offer local event invitations
- ✓ Provide ongoing means of celebrating HCPs in their own community
- ✓ Come up with their own unique ways of showing appreciation & connection!

RhPAP...

- ✓ Provides A&R grants
- ✓ Supplies resources from our “Toolkit”
- ✓ Provides award opportunities
- ✓ Connects committees with other communities to share experiences

THE ATTRACTION & RETENTION CONTINUUM

Voices from The Community



Rural Community A&R Conference

- 10+ years
- Networking, sharing experiences

Who typically sits on the local Health Providers Attraction and Retention Committees?

77

- ✓ **Municipal Government** – usually actively involved as they typically support the committee's work.
- ✓ **AHS** – Medical Affairs attends with updates when they can.
- ✓ **Social sector and public members** – usually 2 or 3 (these are important for continuity between elections, offer a voice from the social sector in the community, and to provide an outside voice)
- ✓ **Site Managers / Clinic Managers** this ensures committee is informed of other health-care professionals and needs at the facilities in a community.
- ✓ **Local Physicians or well-connected Health Care Provider** – at least 1 but they are not always at the meetings
- ✓ **Primary Care Network Representative** – offering information on services and health professionals in the local or regional PCN

Sometimes:

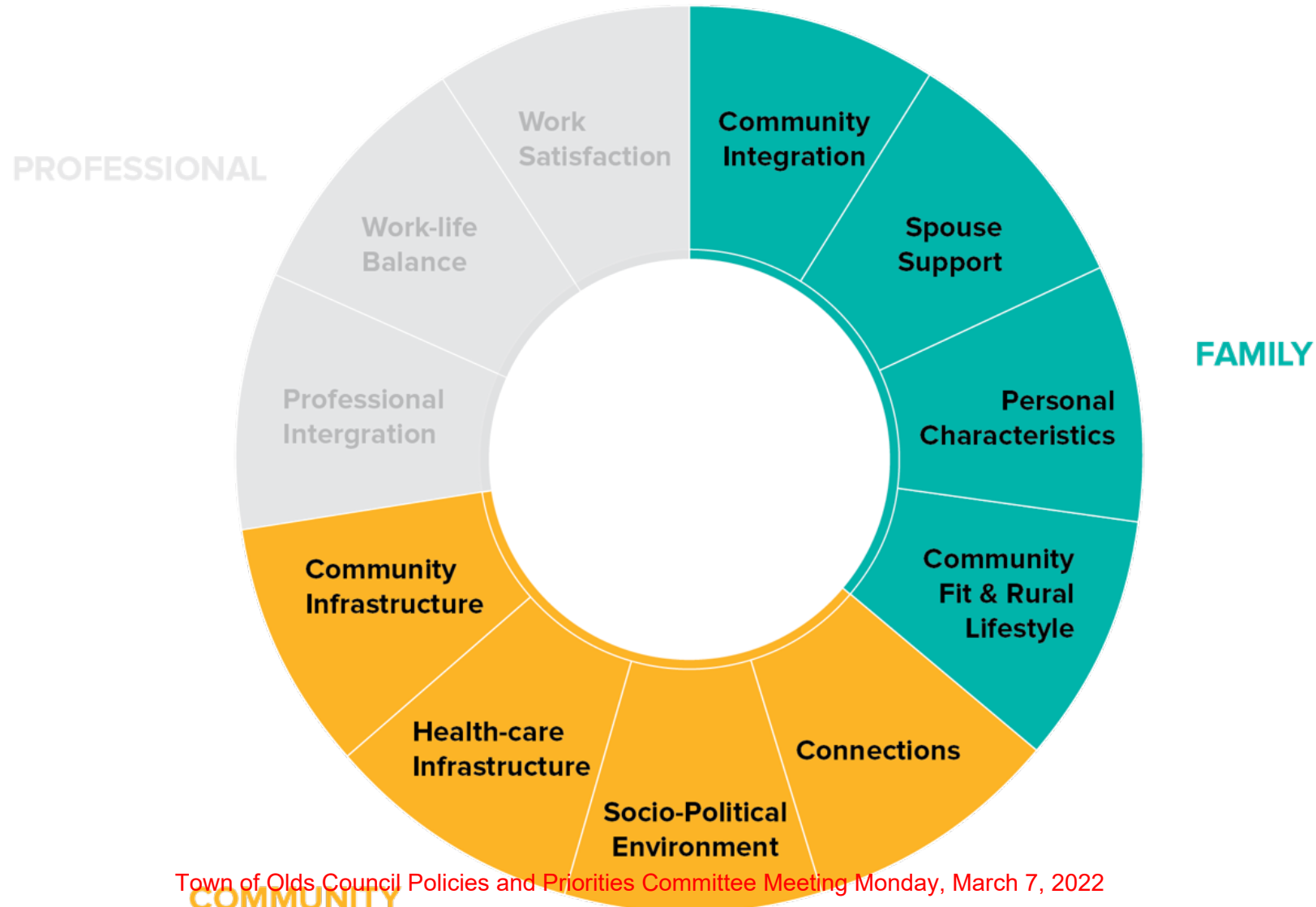
- ✓ **Local School Board** – they also hire health care providers and are struggling to attract and retain them
- ✓ **Health Advisory Council (HAC)**



RhPAP can partner with committees in an advisory role.

Building on Success:

A study of Rural Alberta Communities' Success Strategies
in Attracting and Retaining Health Care Professionals





High School Days “Grow Your Own”

In last 10 years:
Well over 50 events in
35+ rural communities



Let's Go Rural!

79



Post-Secondary Experiences Universities & Colleges

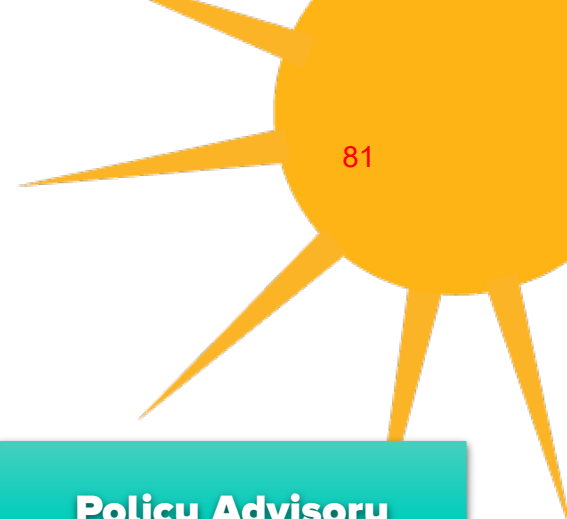


Rural Community Collaboration and Partnership

- AHS Community Engagement
- AHS Medical Affairs and Talent Acquisition
- CMHA Alberta Mental Health project



Amplifying the Rural Voice



RhPAP Communications Team

**Policy Advisory
Role**

**Promotes RhPAP
sponsored
programs, activities,
and events.**

**Highlights
community best
practices in A&R**

**Covers events and
issues impacting the
evolution of rural
health care.**

**Brings the
“Rural Voice” to
Senior AHS /
Ministry
officials**



Did you know?
RhPAP has five social media channels?

Find us at @AlbertaRhPAP





Watch for details!

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#RURALHEALTHMATTERS
ruralhealthweek.ab.ca



Did you know?

**Over half of the RhPAP
team lives in rural Alberta.**

Where can Olds go from here?

83



Where can Olds go from here?

84

- Students in Olds who either commute or stay in town
- Community members already working and interested in the process



Where can Olds go from here?

85

- Students in Olds who either commute or stay in town
- Community members already working and interested in the process

-A&R work continually evolving and adapting based on new ideas from communities across Alberta



Where can Olds go from here?

86

- Students in Olds who either commute or stay in town
- Community members already working and interested in the process

-A&R work continually evolving and adapting based on new ideas from communities across Alberta

-Expressed interest from community members in being involved with Attraction & Retention Work

-Potential for engaging new members and educating community on the need



Questions / Discussion

Thank you for the opportunity to speak to Olds Town Council!

Understandably, ensuring quality health care in rural Alberta is often at the top of many people's minds. I look forward to supporting the community efforts of attracting and retaining healthcare providers to Olds in any way that I can. Please find included a few resources to peruse.

What I've included

- Consultant OneSheet – an overview of our team and work (updated January 2022)
- Invitation to participate in the Rural VIP (Voice Information Panel)
- Highlights from our Building on Success study
- Information on an upcoming Rural Information Series session in March – open to anyone and free to attend with pre-registration
- Links below with more information: a video with more information about what Attraction & Retention work looks like, and opportunities to subscribe to our monthly newsletter and weekly Rural Health Beat – an eNewsletter with stories from across Alberta applicable to health care and outstanding practitioners

Tell me more

What is an attraction and retention committee, and what do they do?

<https://www.youtube.com/watch?v=w3kkcnOUlpY>

Let's stay in touch!

Follow us on your favourite Social Media channel @AlbertaRhPAP

Subscribe to RhPAP's weekly eNewsletter to read about made-in-Alberta health innovations and rural health-care heroes: <https://rhpap.ca/subscribe/>

Questions?

Please reach out and connect with me!

E-mail: Alicia.Fox@rhpap.ca

Cell: 403-360-7380





Who are we?

The Community Development and Engagement (CD&E) team is made up of Rural Community Consultants located around Alberta. The team members have a broad range of skills and experiences directly related to rural community work along with partnership and relationship development.

What guides our work?

Our team is guided by one of the goals found in RhPAP's 3-year RhPAP strategic plan: To grow the capacity of rural community attraction and retention (A&R) efforts to positively influence the experiences of rural health-care professionals and students. Ultimately, the outcome of this goal will see "rural communities achieve greater long-term success in their health workforce attraction and retention efforts".

How do we achieve this goal?

- Serve as a resource for rural community attraction and retention.
- Expand attraction and retention strategies to health professionals across disciplines.



- Coordinate health career events and rural experiences (Let's Go Rural!).
- Leverage internet resources to expand and enable access to learning.

What resources do we have available to support committee work?

- Rural community A&R toolkit
- A&R grants to support community-based and community-led work

- Learning opportunities, events and information sessions
- Biennial provincial A&R conference



With whom do we partner?

We partner with a range of provincial organizations and institutions including:

- AHS (Medical Affairs, Community Engagement, Talent Acquisition, Allied Health Profession Practice & Education)
- Rural Municipalities of Alberta (RMA)
- Alberta Urban Municipalities Association (AUMA)
- CMHA – Alberta Division, Rural Mental Health Network
- Post-secondary institutions including universities, regional colleges, and technical institutions



Rural Community Consultant Team

Left to right: Julie Davis, Holly Handfield, Jennifer Best, Alicia Fox, Colleen Lindholm, Jill Tilley, Rebekah Seidel, and Anita Fagnan

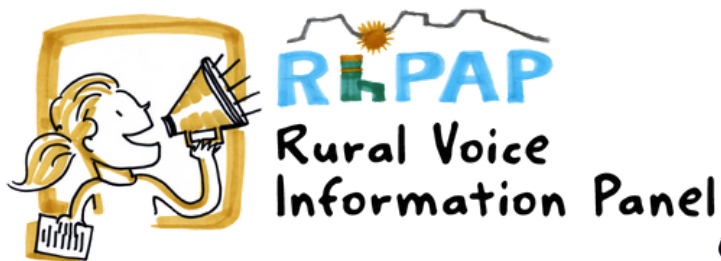
The Rural Health Professions Action Plan supports rural Albertans to keep health care close to home. For more information on RhPAP, please visit rhpap.ca or email us at consultants@rhpap.ca



RhPAP Rural Community Consultants In Your Community

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RhPAP values hearing about rural health care from rural Albertans in their communities.

Over the years, RhPAP has had the privilege of sitting at rural community tables, gaining insight into what Albertans are most passionate about when it comes to rural health care and service delivery.

We have developed a provincial platform for rural Albertans to provide their voice to rural health-related matters — the Rural Voice Information Panel, or Rural VIP.

“What is Rural VIP?”

Rural VIP is a regular feedback process carried out through monthly online surveys.



“What are the surveys about?”



Topics have included mental health care, transportation for health services, health-care funding, attraction and retention strategies, COVID-19, and more!

“What do you do with the results?”

"tell me more..."

- 23 surveys distributed as of December 2021
- Three minutes to complete most surveys
- Over 220 panel members across rural Alberta
- Surveys are sent on the first Thursday

RhPAP analyzes the input received and provides a summary of the results.

We share the panel’s feedback, ideas, and concerns with Alberta Health, the public through our website, and our Board of Directors, who represent the following organizations:

- | | |
|-----------------------------------|---|
| • Alberta Health Services | • College of Physicians and Surgeons of Alberta |
| • Alberta Medical Association | • College and Association of Registered Nurses of Alberta |
| • Rural Municipalities of Alberta | |

Your voice matters!

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As an engaged citizen, you care about health care in your rural Alberta community.

The Rural VIP is an opportunity to provide your perspective and input to local health-related matters. RhPAP values your feedback!

Through the Rural VIP, RhPAP has:

- Shared the results of the mental health survey with the Canadian Mental Health Association (CMHA). RhPAP supports their Rural Mental Health Project to build mental health capacity across rural Alberta. The survey's feedback helped to inform discussions with CMHA about resources and access to mental health supports in rural Alberta.
- Compiled rural Alberta-specific information and resources on nurse practitioners, midwives, and licensed practical nurses on the RhPAP website.
- Included respondents' good news stories in our media coverage of rural Alberta during the COVID-19 pandemic.

"I'm in! How do I sign up?"

To join the Rural VIP, please register at rhpap.ca/ruralvipregister.

The page is password protected as the panel is by invitation only at this time. Enter the password: "RURALVIP" to access the webpage to register.
(Please note password is case sensitive)

Questions about RhPAP's Rural Voice Information Panel?

Email us at ruralVIP@rhpap.ca



BUILDING ON SUCCESS

A study of Rural Alberta Communities'
Success Strategies in Attracting and Retaining
Health Professionals
(2019)

**ATTRACTION AND RETENTION FRAMEWORK TO GUIDE
COMMUNITY ACTION**



BUILDING ON SUCCESS

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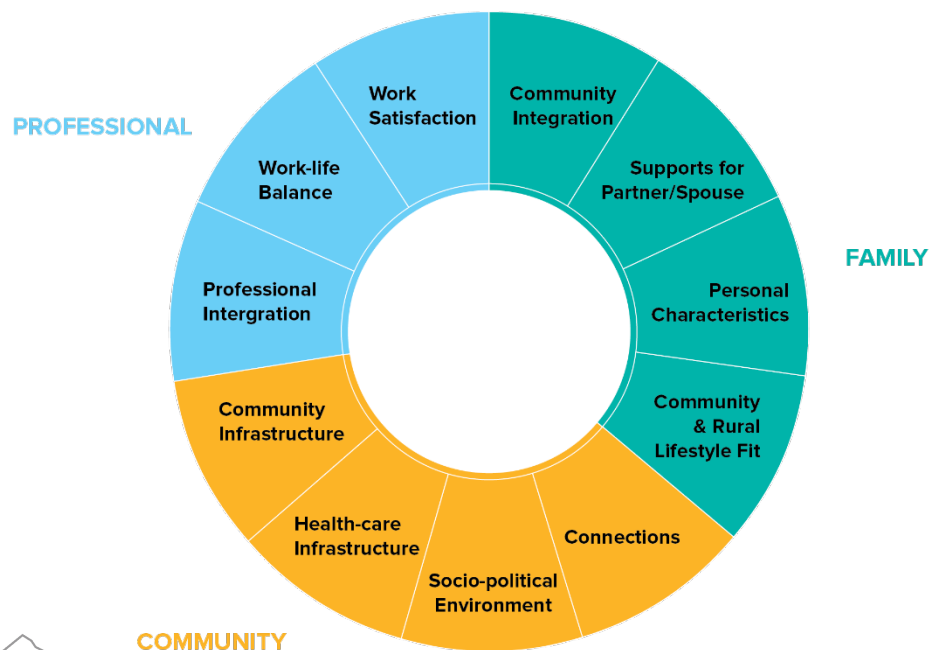
Attraction & Retention Framework to Guide Community Action

Attracting and retaining health professionals to rural areas is a complex undertaking that requires thoughtful short- and long-term strategies. This framework, developed by Cameron, Este & Worthington, 2012, and refined through RhPAP's study, highlights three domains that require attention when developing these strategies:

- The **community** domain covers community and health-care infrastructure, the socio-political environment, and the connections a community can forge with health professionals.
- The **professional** domain contains factors that influence how well professionals integrate into the existing team and factors that affect work-life balance and work satisfaction.
- The **personal** domain includes factors such as support for the spouse/partner and family within the community, fit of the health professional within the community, and the personal characteristics of the health professional.

This framework (Figure 1 and Table 1) can help communities devise a comprehensive and balanced plan that targets all the domains relevant to attracting and retaining health professionals.

Figure 1. Framework for rural health professional attraction and retention factors (adapted from Cameron, Este & Worthington, 2012)



BUILDING ON SUCCESS

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Table 1: Summary of key attraction and retention domains and emerging themes

Factors	Sub-Factors	Themes
Community	Community infrastructure	Local schools, recreation facilities, child care, library, housing, community programming and events, outdoor opportunities
	Health-care infrastructure	Local health centre/medical facilities, equipment, clinic size, support staff, proximity to hospital, practice arrangements (e.g. turn-key ready vs. build your own)
	Socio-political environment	Health-care equipment fundraising efforts, existence of health-care support, community support for health care and health professionals
	Connections with the community	Ability to showcase community assets, opportunities to meet community members, community recognition of health professionals
Professional	Professional integration	Collaboration between all health professionals, mutual support between colleagues, professional fit
	Work-life balance	Opportunities to ensure time off, scheduling arrangements
	Work satisfaction	Scope of practice, opportunities to teach, learn, and/or do research, collaborative practice, work-life balance, practice arrangements
Family	Community integration	Outreach to newcomers, opportunities to link people and resources, opportunities to make move and adjustments easier for newcomers
	Support for partner/spouse	Jobs and volunteer opportunities for partners/spouses, family engagement in events
	Personal characteristics	Extroverted vs. introverted, mindset of newcomer
	Fit with community and rural lifestyle	Previous rural experience, community mindedness, level of affinity for the outdoors, expectations of rural life



Rural Information Series

Featuring:
**Alberta Farm Mental
 Health Network**



Join us to learn more:
March 17, 2022 at 11 a.m.

Alberta Farm Mental Health Network Coordinator, Linda Hunt, will share some of the opportunities their work presents in **supporting mental health literacy in the farming community**, and providing feedback to the government and farming community on how to support the wellness of farmers and their families.

Presented by:



What is RHPAP's Rural Information Series?

These **one-hour learning sessions** will be offered virtually on an ongoing basis and address issues related to rural Alberta communities and health care.

Questions?

Have a session idea?

Contact Holly:

holly.handfield@rhpap.ca

**Registration is
 required for this
 free event.**

**[Click here to
 register](#)**

Did you know?

A recent national survey of Canadian farmers found that **75 per cent of farmers live with mid to high stress levels and 58 per cent met the criteria for anxiety**, levels well above the average Canadian.

**Learn more about the
 Alberta Farm Mental Health
 Network's initiatives:**

www.arena.ca



POLICIES AND PRIORITIES COMMITTEE REPORT

Date: March 7, 2022
Author: Kelly Lloyd, Coordinator of Strategic Affairs
Department: Office of the CAO
SUBJECT: Alberta Municipalities Transit Resolution

COUNCIL DIRECTION

Accept for information and direct administration to bring back to a future regular council meeting.

BACKGROUND

At its annual fall convention, the Alberta Municipalities hosts its resolution session. Municipalities from across Alberta's urban centers submit resolutions on a variety of areas of concern to be vetted and voted upon by the Alberta Municipalities' membership and carried forward to the Provincial Government through Alberta Municipalities' advocacy efforts.

This resolution builds upon the City of Edmonton's approved 2020 AUMA resolution on Permanent Transit Funding, and AUMA's advocacy for stable and predictable funding for all municipalities, by highlighting the importance of small to medium municipalities having a voice in the development of the new rural transit fund and for this fund to provide operational support. The challenges for small to medium sized municipalities is very real. Just in the last few years, many provincial areas have become municipal responsibilities, without accompanying operating dollars and the inability to generate revenue as an offset to the operations of these new responsibilities.

For many of these smaller municipalities, the challenge to be able to provide forms of transit for their residents, especially the vulnerable populations is three fold: the ability to provide potential dollars towards capital projects, grant writing resources and cumbersome application processes, and finally, finding additional dollars to operate.

ATTACHMENTS

2022 Alberta Municipalities Transit Resolution

Title of resolution: **Operational Transit Funding for Small to Medium Sized Municipalities**

Moved by: **Town of Olds**

Seconded by:

WHEREAS one in five Canadians live in rural communities. Rural¹ communities in Canada account for nearly 30% of the nation's gross domestic product;²

WHEREAS the Government of Alberta has communicated, “As Alberta’s economy and population grows, public transportation provides safe, accessible, affordable and environmentally sustainable transportation options to connect Albertans to work, recreation, services and each other;³”

WHEREAS eighteen (18) Alberta municipalities, out of approximately 350, have the ability to provide transit services through established infrastructure;

WHEREAS a majority of capital transit funding opportunities have been designed only for those established systems, and conversely, small to medium sized municipalities do not have the financial resources to take advantage of funding opportunities; and

WHEREAS the Government of Canada has communicated, “For Canadians living in rural, remote and small communities, improving the way people access goods and services, get to and from work, to medical appointments, and to various destinations, presents unique challenges that require unique solutions.”⁴ Intercommunity travel is necessary for areas outside of major travel routes for many of the vulnerable population.

IT IS THEREFORE RESOLVED THAT the Alberta Municipalities advocate to the Government of Alberta to ensure sustainable and predictable operating funding opportunities be expanded under a part of the new Rural Transit Fund made available for the small to medium sized municipalities to even begin their transit planning journey.

FURTHER, BE IT RESOLVED THAT the Alberta Municipalities advocate to the Federation of Canadian Municipalities to ensure the new Rural Transit Fund be expanded made available to include further operational funding, outside of the Active Transportation Fund and the Zero Transmission Fund -for applicants providing service in the small to medium sized municipalities.

BACKGROUND:

History shows that advocacy for a national transportation strategy has come to fruition by way of the first Permanent Public Transit Fund, announced in February 2021. The \$14.9 billion will be provided at \$3 billion per year, for the next eight years to larger municipalities. This new fund will provide cities and communities with predictable transit funding. Subsequent to that, the federal government announced a new Rural Transit Fund in March 2021. The \$250 million Rural Transit Fund is dedicated to “support unique transportation solutions”⁵ in rural, remote and small communities, as there is no one size fits all solution. As part of the *Investing in Canada* plan, this fund will support the planning and deployment of innovative mobility solutions in rural communities.

“The first ever Rural Transit Fund recognizes that Canadians living in rural and remote areas and in small communities have unique transportation challenges that require flexible, tailored solutions. We'll work with

¹ <https://www.statcan.gc.ca/eng/subjects/standard/pcrac/2016/definitions>

² Rural Opportunity, National Prosperity, an Economic Development Strategy for Rural Canada, Infrastructure Canada, June 2019, Page 5

³ <https://www.alberta.ca/provincial-transit-engagement.aspx>

⁴ <https://www.canada.ca/en/office-infrastructure/news/2021/03/government-of-canada-announces-first-federal-fund-dedicated-to-rural-transit-solutions.html>

⁵ <https://www.canada.ca/en/office-infrastructure/news/2021/03/government-of-canada-announces-first-federal-fund-dedicated-to-rural-transit-solutions.html#:~:text=The%20new%20Rural%20Transit%20Fund%20will%20provide%20%24250,deployment%20of%20innovative%20mobility%20solutions%20in%20rural%20communities.>

communities to find the best transit solutions and provide the support to make them a reality, creating local jobs and growth, helping to tackle climate change, and building more inclusive communities.”⁶

- ~~The Honourable~~ Catherine McKenna, former Minister of Infrastructure and Communities

On January 27, 2022, the Honourable Dominic LeBlanc, Minister of Intergovernmental Affairs, Infrastructure and Communities called for applications under three programs offered through the Rural Transit Fund. All three speak to capital funding parameters, however, two offer an operational funding component, the Zero Emission Transit Fund, and the Active Transportation Fund.⁷ While this opportunity is welcomed, it is one, a very small amount, and two, the funding is limited to trails, pathways, and most especially, geared towards established systems and infrastructure.

Further transit strategy advocacy:

- There was a national call from FCM by way of an adopted resolution, Rural Intercity Transit Strategy⁸, speaking to the coordination of a national strategy through all levels of government in 2018. From that, the Federation of Canadian Municipalities in their “Building better lives with Budget 2020”⁹ and “Building Back Better Together 2021”¹⁰ budget recommendation submission to the federal government supported a range of rural mobility and transportation solutions.
- Delegates at ~~this past June’s~~ the 2021 FCM’s annual conference adopted a resolution on Emergency Federal Support for Inter-Community Passenger Bus Service, which reinforces “the need for distinct and targeted solutions to address the unique capital and operating needs for long-distance routes.”¹¹
- Canadian Urban Transit Association (CUTA) Marco D’ Angelo President and CEO, in a letter to then Minister of Transport “Transit builds and empowers Canadian communities of all sizes from coast to coast. Rural inter-city bus services connect Canadians across the country to each other and to basic social services, like healthcare and education. Connected communities help to foster social equity and inclusion, and give rise to economic opportunities for Canadians. In a country as vast as our own, rural inter-city bus services provide a lifeline that may be difficult to quantify, though invaluable to those who rely on it.”¹²
- The Province of Alberta completed extensive engagement to create a provincial public transportation strategy in 2014. The draft strategy, “Connecting Albertans with Each Other and the World: A Long-Term Transportation Strategy for Alberta”¹³ outlined seven goals, of which recommended Goal 3, speaks the strongest to intercommunity transit.

This resolution builds upon the City of Edmonton’s approved 2020 AUMA resolution on Permanent Transit Funding, and AUMA’s advocacy for stable and predictable funding for all municipalities, by highlighting the importance of small to medium municipalities having a voice in the development of the new rural transit fund and for this fund to provide operational support. The challenges for small to medium sized municipalities is very real. Just in the last few years, many provincial areas have become municipal responsibilities, without accompanying operating dollars and the inability to generate revenue as an offset to the operations of these new responsibilities.

For many of these smaller municipalities, the challenge to be able to provide forms of transit for their residents, especially the vulnerable populations is three fold: the ability to provide potential dollars towards

⁶ Infrastructure Minister Catherine McKenna <https://www.cbc.ca/news/politics/rural-transit-funding-mckenna-1.5967875>

⁷ <https://www.canada.ca/en/office-infrastructure/news/2022/01/government-of-canada-calls-for-applications-for-funding-to-expand-public-transit.html>

⁸ <https://data.fcm.ca/home/fcm-resolutions.htm?lang=en-CA&resolution=ea2984c0-5c2c-e811-adbf-005056bc2614&srch=%&iss=&filt=false>

⁹ <https://fcm.ca/en/resources/building-better-lives-budget-2020>

¹⁰ <https://data.fcm.ca/documents/COVID-19/fcm-building-back-better-together.pdf>

¹¹ <https://data.fcm.ca/home/fcm-resolutions.htm?lang=en-CA&resolution=b7856f48-3ec5-eb11-85b0-005056bc2614&srch=%transit%&iss=&filt=false>

¹² https://cutaactu.ca/wp-content/uploads/2021/01/letter_-_transport_minister_marc_gameau_-_rural_inter-city_bus_services_in_western_canada_-_august_2018-1.pdf

¹³ <https://open.alberta.ca/dataset/0a906f69-00e1-418a-aeef-78e948239103/resource/3cd7b7d6-5649-4ce7-8927-57c287a99774/download/2014-transportation-strategy-alberta-draft-2014-04.pdf>

capital projects, grant writing resources and cumbersome application processes, and finally, finding additional dollars to operate.

As seen by the table below, all municipalities over the 12,500 population have the ability for intercommunity travel, where a majority of the 7,500-12,500 populations do not.

Out of 16 municipalities, a majority have some form of transportation, and at least half of all municipalities listed, already subsidize their intra-community transit in some form or another to ensure their residents can tend their daily needs. Of these municipalities, a majority of these offerings are available to seniors and residents with mobility or intellectual disabilities. And of those, the larger municipalities have one or more busses in service, and others with vans.

Transportation Availabilities Overview¹⁴

	Population (2020)	Intra- community	Inter- community	Subsidized	Users
Blackfalds	11,974	Yes	Yes	Yes - Part of property tax, \$4.59/month	Public
Morinville	10,571	No*	No*	n/a	n/a
Hinton	10,308	Yes	Yes	Yes - 2 out of 3 services at \$350,000 annually and one at 81%	Public Physical or intellectual disability Seniors/disabled
Whitecourt	10,229	Yes	No*	Yes - 1 out of 2 services	Public Seniors and disabled
Olds	9,753	Yes	No*	Yes	50+ / Mobility issues
Taber	9,105	No*	No*	n/a	n/a
Coaldale	8,933	No*	No*	No longer in service	n/a
Edson	8,524	Yes	No*	No	Seniors Mobility issues/disabilities
Drumheller	8,223	Yes	Yes	No	Ages 50+ Mobility issues/disabilities
Innisfail	7,957	No*	No*	Rural Transportation Pilot Program – discontinued	
Ponoka	7,525	Yes	Yes	Yes - \$10,000	Handicap
Camrose	19,333	Yes	Yes	1 is \$28/household 3 rd no longer in service	Public
Sylvan Lake	16,351	No*	Yes	No Community donors	
Brooks	15,805	Yes	Yes	In town yes/ regional no Regional: Government of Alberta Regional Collaboration Grant Brooks and District Health Foundation \$10,000	Seniors Intellectual and physical disabilities Public (Medical bookings take priority)
Lacombe	14,109	Yes	Yes	Yes	Seniors/Mobility issues/Illness
Wetaskiwin	12,996	Yes	Yes		Seniors/Mobility issues

*Does not include taxi service.

"Lack of transportation in rural areas compounds the effects of aging and poverty by limiting access to medical and essential life needs. The problem is complex because of the vast area to be served and the reality that rarely are two or more people travelling to the same location at the same time." ¹⁵

¹⁴ Community Transportation Briefing Note, Prepared by Maria Lemon, Summer Student Intern, Town of Olds, May 10, 2021

¹⁵ Kelly Taylor, Executive Manager, Rural Rides <https://www.newswire.ca/news-releases/government-of-canada-announces-first-federal-fund-dedicated-to-rural-transit-solutions-865678376.html>

"In some of these communities, if you don't have good transit, it's a real disadvantage." I hear from mayors. They say it's a disadvantage to attract investment because people want to go where you have good public transit, [where] you're able to get around."¹⁶

In order to become part of the transit solution, while small to medium sized municipalities have the opportunity to apply for capital funding, the operational funding mechanism is the greatest barrier to overcome. Including municipalities in the development of this fund is imperative and all municipalities should have a voice in the creation of programs that can complement local solutions.

¹⁶ Infrastructure Minister Catherine McKenna <https://www.cbc.ca/news/politics/rural-transit-funding-mckenna-1.5967875>