

**APPENDICES**  
Make Shift Happen  
(MSH):  
A Year of Discovery

Crime Prevention:  
Community Readiness &  
Mobilization

Year 2 Report: April 2020 –  
March 2021

# a year of DISCOVERY

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Reviewed by: Tri-community members



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# APPENDIX A:

- Awareness Campaign Report
- Denise Duncan March, 2021

Make Shift Happen.

Awareness Campaign Report – Written from the perspective of Denise Duncan.

A total of 55 people/organizations were interviewed, researched, and written about to bring awareness to services available in the tri community. It started with a review of the Town of The Pas, writing about the homeless, specifically the services available at Oscar's Place. The story led conversations on how Oscar's Place could make positive change, provide mental health and addictions services from within the center and utilize the skills of the long-term users to work within the community.

The Living Waters Soup Kitchen and the Northern Gateway Chaplaincy story surfaced as this group of people were involved in working daily with the homeless. Although the soup kitchen closed after multiple years of service to the community, the work of feeding the homeless continues today with the supports of The Pas Friendship Center. Doug Bartlett and his team at the Friendship Center saw a need for food security in the area and went about the business of organizing and operating the service. There are many groups within the community that donate to the homeless as I discovered through interviews with service groups, charity groups and fraternities.

Out of the homeless story, I was led to the services available from the Canadian Mental Health Association. In conversation with Theresa Hatch, two stories emerged one on the stigma around mental health and the other about anger solutions. The NRHA also agreed to a story about Harm Reduction and Hope North. This story was about the team work of three women and the services available.

One of the first groups I interviewed in March 2020 was The Sam Waller Museum. This story was about the past and present services provided by the museum. It was a reflection on the past pandemic in the early 1900's which hit The Pas, as well as what the museum offers today, both online and through a visit. Although there were multiple contacts made with The Pas Regional Library and Kelsey Recreation, both stories were dropped due to no formal response from each organization. One volunteer member involved in the work of the Moffat Foundation was eager to speak to CJAR on MSH. This was initiated in March 2020 and came to be in March 2021.

In April, May, and June, MSH was being branded. We played around with multiple logos, designing, and setting up the Facebook page, slowly generating interest in the project. I spent hundreds of hours working on setting this up, connecting with groups, having multiple conversations with many community people, and encouraging them to tell their story, or get involved. In July, it was overwhelming for myself, to manage the stories, CJAR promo of MSH and the Facebook page. At that time, I recruited another individual and her daughter to take over the FB page. With this transition, came a new look to MSH with the newest logo on the MSH tee shirt being the first task that Darrelyne and Michelle took on. Together they have sparked an incredible interest in the project using social media. One piece that most draws tremendous interest is the "Feature Friday". The numbers of viewers ranging between 223 views to 55,877. The story numbers change as people can review Facebook Feature Fridays and share them. Feature Friday was about individuals in the community who are involved in one or more aspects of building a strong community and many times overcoming obstacles along the way.

As the pandemic was becoming the new normal, another story came from the NRHA about "Staying Safe". It was at this time that the 6-foot distance, continual hand washing, mask wearing and not touching your face became a constant. Russell Thorne designed the Stay Safe campaign and the badge

for the community. He was also interested in promoting fall prevention for seniors in the community. The fall prevention story was submitted but was not published.

Two stories that came forward early in the project were about the Golf Disc Course in the community. I felt that this was a good story as it is barrier free, outdoors, fun and with little cost to the family. Sam Meggs, one of the promoters of the Golf Disc Course requested another spot on CJAR to promote a Summer Solstice Golf Disc tournament planned for the community this summer. It was set up and he is waiting for the interview.

Another story that emerged early on in the project was one on Aurora Sacred Healing Center. This story focused on the importance of mindfulness in the school system. The owner of Aurora commented to me that she had a great response from her interview on CJAR... the best coverage was her comment to me.

As the awareness project was based around public safety, stories were told about the work of non-profit groups such as the Bear Clan organized and run by Linda Michelle and Citizens on Patrol (COPP) organized by Paulette Amyotte, and Safer Communities and Neighborhoods (SCAN) led by RCMP Brent Lemieux. These stories brought light to how these groups operate and what they are trained to deal with. Each story talked about giving back to the community. As with every story, there was a call for others to get involved with the organization. The theme being that "it takes a village...."

Three additional stories about essential service for the community were The Pas Handi Van, The Pas Immigrant Services and the Storytelling Film Festival. All stories included an interview, were written, two of stories approved and the other rewritten and submitted by Cheryl Antonio. At this time, we were promoting community to write their own stories, with only a handful submitting their stories. This included a story about the Fetal Alcohol Support Group, Storytellers Film Festival, Louanne Beaucage (What a Wonderful World – a reflection of what is happening to our town) and the work of the Adult Learning Center. My experience with asking people to write their own story is that it may not happen. I approached the Kinsmen through two members, receiving no response to one request and a positive response from the second member, but to date no story. The Kinsmen work is mentioned in another story showcasing Danny Halpin, who is a Kinsmen.

In July, the focus changed to write stories about Opaskwayak Cree Nation. Many stories came forward through personal face to face interviews during this time. I interviewed and wrote stories about grief and loss, youth projects (the good life), men's support group, Junior Chief and Council, OCN Community Gardens, and Agnes Pronteau, a residential school survivor and the heartfelt story of Pauline Ballantyne. Pauline's story spoke about her life journey touched by the loss of her daughter to suicide. It was about how she sought help and formed support groups to move past her grief. So many stories were coming towards Make Shift Happen at this point. In the beginning, it was difficult to get people to share their stories, but the momentum was building. The community were looking forward to the stories. The views on the heartfelt story of Agnes Pronteau on MSH FB was 9030. Pauline Ballantyne views was 2888. Both of these stories were not published in Opasquia Times.

One positive outcome from the Zacc Harris (Men's Support Group) after the CJAR online story being told was an increase in men joining the group. Three men hearing him speak joined the Men's Support group.

Comments from Beatrice Wilson Health Center leadership was one of gratitude that we were showcasing their work. Make Shift Happen was about inclusiveness and involving all living within the tri communities. These connections are continuing on today with organizations from within the town and OCN linking together to create stronger services, especially within youth land-based projects.

In November, Make Shift Happen focused on the service groups within the community, bringing light to these groups and their volunteer efforts. Stories were written on the fraternity group, Order of the Eastern Star, the Rotarians, and some of their shining star members. Crystal Krost, a super volunteer involved in Rotary and Kinettes was featured. From this she received calls from others within the community interested in joining both the Kinettes and the Rotarians. She stated that she received several calls after the story was published. The Order of the Eastern Star, Joanne Wain, told me that their story was shared within their organization around the world. My own personal take on these stories, is that these groups are key to the success of a community. This theme kept rising up with each story, that we need more volunteers!

A story was written about the Westminster United Church and how it is working to stay a part of the community. The WUC layperson, Linda Buchanan, approached me to write the story about the church and how it wants to work with community. (Not posted on MSH)

Stories came forward about individuals who volunteer a big part of their life to the success of the community. Sonny Lavalley agreed to an interview, stating that no one would be interested in his story. When the story was published, he was amazed at the response and felt honored to be showcased as "The Legend". These stories allow others to reflect on what they are contributing and find out more about their fellow citizens. The Opasquia Times also changed their layout in January, really highlighting the stories about the organizations and people that were submitted by Make Shift Happen. Their readership was asking for more stories. Ralph Mclean, editor of the Opasquia Times spoke to me in mid-March, saying that people love the stories and to keep them coming. The community is now recommending individuals that they want a story on. Remarkably interesting!

Other stories featuring extraordinary people in the community to inspire others to work towards their dreams, goals, and aspirations.

1) Rhonda Head a local singer and songwriter who has made her dreams come true. This story came out in the New Year issue of Opasquia Times. (3140 views on MSH)

2) Andrew Legeny, a teacher, musician and great volunteer within The Pas Arts Council and Church community. Andrew's story inspires the Arts group to write about their arts members and share on their Facebook page. His story filled a two-page spread in Opasquia Times with many comments on Facebook about his story. (2213 views on MSH)

3) Elaine Bollman – a retired school teacher who came to The Pas for a job and stayed for many years. She recently moved away but it is a story about how we keep people living in the area and sustaining our community. This story was shared on MSH Facebook but not published in the paper. I believe this was because Ralph had covered her retirement previously. (not posted on MSH)

4) Bonnie Meadows – her story about the plight of some dogs in the area and her life mission to rescue them from abuse. This story included her family's support and her drive to continue to help inform and

rescue animals that are treated poorly by humans. This story also focused on the closure of a long-time business for the tri community. (2726 views on MSH)

5) Al & Johanna MacLauchlan- their life in The Pas, the Birch Syrup business that ships around the world and why they love living in the North. (1714 views on MSH)

6) Round the Bend Farm- Edith and Shawn Sexsmith – their family Bison business and how they sustain the land, look after their farm animals, and make a living from the farm. This story was great, as they took me on a tour of their farm, and then shared a homemade bison meal complete with pie. I encouraged them offer this meal to the public and charge a fee. Within a short time, Round the Bend Farm was promoting their bison meal and tour on line. Possibly they just needed encouragement. Again, Opasquia Times and CJAR played a big role in promoting Round the Bend Farm as a Manitoba Tourist Attraction. (810 views on MSH)

The shift changed again as the pandemic entered into the start of year two with a focus on Health Care Workers and how they were coping. From this a connection was made with the HR department of NRHA. Five names were given, and four stories came forward.

- 1) Dr. Sandy Banks – his life in The Pas and his contributions to Health Care, as well as his personal story of injury and how it altered his life. This story was very well received and will be published in Opasquia Times, either in an edited version or To Be Continued.... (over two editions). Patti Banks spoke to me about the timeliness of the story as Dr. Banks is nearing end of life. There was a request to publish this story in his hometown of Edinburgh, Scotland. I approved the request. From this story, the family received many comments from people that Dr. Banks worked with, treated, and became friends with. It was a reconnection with many people that treasured his attitude, his kindness, and the life saving decisions. Although this story was written in the first tense, I did this to make it sound like he was speaking. (6736 views on MSH)
- 2) Kimberley Dawn Nikolychuk – taking pride in her job. Her role as one of a few who were allowed into St. Paul's to uplift spirits of seniors. This story was of one health care worker and how she is bringing a smile and a conversation to those living in St. Paul's Personal Care Home under lockdown. This story is about her grandparents raising her, her kindness towards animals, her faith, and her belief in miracles. Kimberley works in the Housecleaning department at NRHA, taking great pride in her work.
- 3) Danielle Geddes – a story about an occupational therapist who is one of a team within the physiotherapy department. It is about her role during the pandemic, how she is coping, and how her hobbies and entertainment has changed due to the lockdown.
- 4) Danny Halpin – this is a story about the challenges of the pandemic at the one-year marker. This story focuses on his interest in marathon running and how he is using his running training to cope. Danny is a Kinsman who volunteers his time to create a stronger community. This story touches on the skatepark project as he views this as an important structure for his children. This story is finished and sent out to Opasquia Times. It is in the cue.

A story that came out recently was the skatepark project. Earlier on in July, I had approached Jerome Conaty for a story. He was interviewed with CJAR MSH to talk about the skatepark at that time. This month he approached me ready to tell the story. Once again, he wanted to go on the CJAR radio show to discuss the importance of the project and progress to date. This story has been submitted to Opasquia Times and is in the cue. The CJAR radio show has happened and was edited to 6 minutes long.

Chris Marsh, CJAR manager has indicated to me that the MSH stories are well received. The community is listening and enjoying conversations about each group talking to their work/passion/project.

CJAR contacted me with an individual wanting to tell their story about Perchaluk Apiaries. I contacted Chris who is one owner of the Apiary. This story covers growing up on Ralls Island, living the outdoor life of fishing, hunting, and building a business from his father's hobby, Bees. It is about the relationships that he has built with the Carrot Valley farmers and the symbiotic relationship required to sustain the business. It is also about his youth as a skilled hockey player, coaching for minor hockey, and his wife's involvement in volunteering with figure skating. Always going back to the theme of finding volunteer time while raising family and living a busy life. This story is finished, awaiting photos from Chris, and will be sent out for publishing when these photos are provided.

A story on a Small-Town Mayor is finished and will be sent to Opasquia Times within the next few weeks. I do not want to overwhelm Opasquia Times, as they have 4 stories sitting in their cue as of now. This story is from two interviews with our current mayor, Herb Jaques. I have researched the organizations that the town operates and comment on the incredible services available within the community of our size. The Pas Regional Library, Sam Waller Museum, The Pas Airport, Kelsey Recreation (Roy H Johnston Arena, Winton Pool, Wellness Center), and parks (cemetery included). This story is about the municipal act that the town operates within as well as the direction they are taking (4 main things they are taking on). It is also about running for these types of positions for the wellness of the community and encouraging younger people to think about getting involved.

Most recently, I was contacted by The Pas Family Resource Center to write a story on them. This will be three stories, one being on "Families" what they are and how the center provides service to improve quality of life for families. The second story will be about the Young Wolf Pack and the third story about the Cedar Path project. I have interviewed two ladies from this organization, currently starting their story and setting them up with questions for CJAR. These stories will come out in April 2021.

Three stories were researched, written, and declined after much effort to encourage the story to come to Make Shift Happen. The stories dropped included a story on Diane & Eric Sanderson and their success with Tim Hortons, the story of our MLA Amanda Lathlin and The Pas Golden Agers. I approached these people last week to inform them that their stories will be dropped as the project is ending.

A story that I have committed to is the story about a small town of Wanless. Calvin Dionne has agreed to be interviewed and discuss the many operations of a small town, managing their community spaces and providing services within a small town. This story is about the commitment of one family to their small community for many years.

Overall, I spent much time, researching each organization and what they are all about. I recorded all the interviews, telling each person that the taped interview would not be shared. It was a reference for me to write the story. I found that many people are open to sharing their story. Each organization and person gave much of their time, expertise, and energy back to the community.

In the beginning, it was challenging to get people to share their story. Today the stories are flowing, and people want their story told. The project is generating steam, which is unfortunate, as the awareness piece is ending. People want to share their story; however, they do not want to write about it.

In March 2020 there was much doubt and uncertainty about what this was all about. It has grown! Community is built through sharing, getting involved, being informed, and taking a part in some sense it is about making change that you want to see. It has been interesting, but it really took a huge push to bring it to where it is today. I have enjoyed the work, meeting many community minded people, while recognizing that we have much more that we can do to create awareness.

From my viewpoint, I believe that it will be difficult to get people to write their own story. Both the Opasquia Times and CJAR were uneasy at the start of what this could be. Today they are both expressing how much stir (in a good way) it has made for the community.

To be totally honest, I came into the project doubting what it could be, possibly because I had never organized a social media campaign or awareness campaign. My past experience was in planning events with a long time and strong recreation background. I believe this is what helped me make it work. Perseverance, commitment, and enthusiasm and good people to work with.

One quote that kind of sums it all up is...*We generate fears while we sit. We overcome them by action.*  
*Dr. Henry Link*

*Written and submitted by Denise Duncan.*

# APPENDIX B:

- Themes from Reflective Conversations
- Barbara Pedersen Facilitation Services Inc.  
October, 2020

**Themes from  
Reflection  
Conversations  
(held partway through  
MSH process)**

**October 2020**

Prepared by

Barbara Pedersen Facilitation Services Inc.



# What's inside ...

This document is not intended as a PowerPoint presentation; rather it is a visual way to report the themes from conversations held with individuals involved with Make Shift Happen (MSH).

## Format of this report

- Pages 3 to 5 – a Snapshot (summary) of the themes from the conversations. *Read this Snapshot if you only want, or have time for, an overview.*
- Pages 6 to 23 – the detailed description of reflections, observations, ideas, and quotes from the conversations. *Read this section for deeper dive into the perspectives of the individuals who were interviewed.*
- The facilitator, Barb Pedersen, who conducted the conversations, has not interpreted the answers other than to cluster in themes. She has used wording as close as possible to the original statements. She clarified the use of the terms “money” or “money being available” as referring to action research funds.

# A Snapshot of the Reflection Conversations ...

## Purpose of the reflection conversations

- ✓ To document what has occurred to date from the perspectives of the individuals who were interviewed
- ✓ To provide information to adjust, improve, and create activities in the next stages of MSH initiative

## Process

- Conversations were held in mid-September to early October 2020 with seven (7) individuals; all who are residents of the tri-communities (The Pas, OCN, RM of Kelsey) and involved in some capacity with Make Shift Happen.
- Conversations were conducted by Barbara Pedersen Facilitation Services Inc.



# Snapshot of Main themes ...

- 1) Individuals became involved with Make Shift Happen (MSH) because:
  - a) They have a strong commitment to and belief in their communities.
  - b) They were specifically asked and invited.
- 2) Individuals are most aware of the following activities of MSH:
  - a) Interviews that Karen Driedger (MSH contractor) held with 100+ individuals
  - b) Social media campaign (Facebook, etc.)
  - c) Community Sharing Labs
- 3) Individuals best know what they are directly involved with.
  - a) Even people who are very involved in MSH don't know every aspect of it.
- 4) What stands out to date about MSH is primarily excitement and positivity and a bit of skepticism
  - a) Most prevalent is excitement and positivity about the activities and the potential transformation in the tri-communities
  - b) Touch of skepticism and concern about MSH being another one-time initiative that is not sustainable, and that discussions in the communities seem to continually return to homelessness and Oscar's Place
- 5) Individuals see themselves as contributors which aligns with the goals of MSH to have the community lead the process and to strengthen the capacity of individuals.
- 6) Some individuals identified ways that they are doing things differently because of MSH; others said they were not necessarily changing. However, all identified ways that they have benefitted from MSH.
- 7) All seven individuals identified ways that MSH is supporting organizations and the tri-communities as a whole.
- 8) All seven individuals spoke about the issues in downtown The Pas such as homelessness, Oscar's Place, crime. However, these issues did not dominate the majority of conversations, rather they were recognized as issues that MSH is, and will continue, to help. One person emphasized the need to involve individuals who are homeless and to understand their situations.

# Snapshot of Main themes ... continued

## Themes about how Make Shift Happens needs to evolve in next eight months (to mid-2021)

1. MSH could “go to” even more people through increased networking, individual invitations, and more sharing of results and successes. MSH needs to build more awareness and involvement.
2. MSH needs to find sustainable, long-term funding to continue its work.
3. If more funds are available to help people be involved, communicate that information as soon as possible. Give people more time to think about how they can contribute. Use the same format, a collaborative decision-making process, that was used at the start of MSH because it was fair.
4. Expand the composition of MSH “Committee” to include individuals who are homeless and on the street.
5. Continue to learn about and understand the social issues in the community.
6. Bring northern communities together.

## Themes about hopes for the community: what will exist, who will be involved

1. People in the tri-communities have continued hope in their community. People see that there is a way to make things happen.
2. The three communities are working together at all levels: community organizations and political councils.
3. MSH has created beneficial outcomes for the tri-communities that reverberate throughout different sectors.
4. MSH is sustainable with ongoing funding, political commitment, and a paid person as a “catalyst and organizer”.

# Detailed descriptions of the conversations ...

- Reflections
- Observations
- Ideas
- Quotes



# Purpose of the MSH Reflection Conversations

- ✓ To document what has occurred to date from the perspectives of the individuals who were interviewed
- ✓ To “harvest” a sample of what has been learned to date (what is working, what isn’t, successes, concerns, stories, ideas, actions)
- ✓ To provide information to adjust, improve, and create activities in the next stages of MSH initiative
- ✓ To include in summary reports about the Make Shift Happen initiative.

# Questions asked of the individuals

	<p>January to September 2020 (first 9 months)</p> <ol style="list-style-type: none"><li>1. How have you been involved with Make Shift Happen?</li><li>2. What interaction have you had with Karen Driedger (MSH Contractor) and others?</li><li>3. What are the activities and events of Make Shift Happen that you know about?</li></ol>
<b>Reflective (So What)</b>	<ol style="list-style-type: none"><li>4. What stands out about Make Shift Happen to date? (What stories can you tell? What excites you? Worries you? What is transforming? What is working? What isn't working?)</li></ol>
<b>Interpretive (So What)</b>	<ol style="list-style-type: none"><li>5. How are you contributing to, helping to lead, and influencing the activities of Make Shift Happen?</li><li>6. What ideas has Make Shift Happen given you and how has it helped you do things differently?</li><li>7. What is the impact of Make Shift Happen - personal, organizational, community as you see and feel it?</li></ol>
<b>Decisional (Now What)</b>	<p>Look ahead to spring 2021 when 'officially' completed (last 6 -8 months, the end and the beginning)</p> <ol style="list-style-type: none"><li>8. How do you see Make Shift Happen evolving?</li><li>9. Describe what you hope to see, where you hope community will be at, what will you be doing, who else might be involved .</li></ol>

# Who, What, When, How

## What, When, How

- 7 individuals: Telephone interviews with 6 individuals and 1 email submission
- Mid-September to early October 2020
- Conversations conducted by Barbara Pedersen Facilitation Services Inc.

## Who did we talk with?

- All are residents of the tri-communities (The Pas, OCN, RM of Kelsey)
- All are involved in some capacity with Make Shift Happen

### *Perspectives of the individuals*

- Community volunteers
- Social service providers
- Educators
- Law enforcement
- Business owners
- Indigenous community
- Long-term and recent residents

# How have you been involved with Make Shift Happen?

## Individuals are participating in:

- Youth projects
- Indigenous community activities
- Group sessions for community action research funds
- Presentation at Labs
- Solutions Labs
- Creation of Oscar's Place survey
- Research, communications, stories
- Zoom meetings
- SCAN meetings

Indigenous  
projects Solutions  
Presentations  
Zoom  
Place sessions  
Group Youth stories  
communications  
funds Oscar's survey SCAN  
Creation  
action  
Research  
activities

Labs  
community  
meetings

## Main theme: Why did people become involved?



**Each had a strong commitment to and belief in their communities.**



**They were specifically asked and invited.**

### Quotes

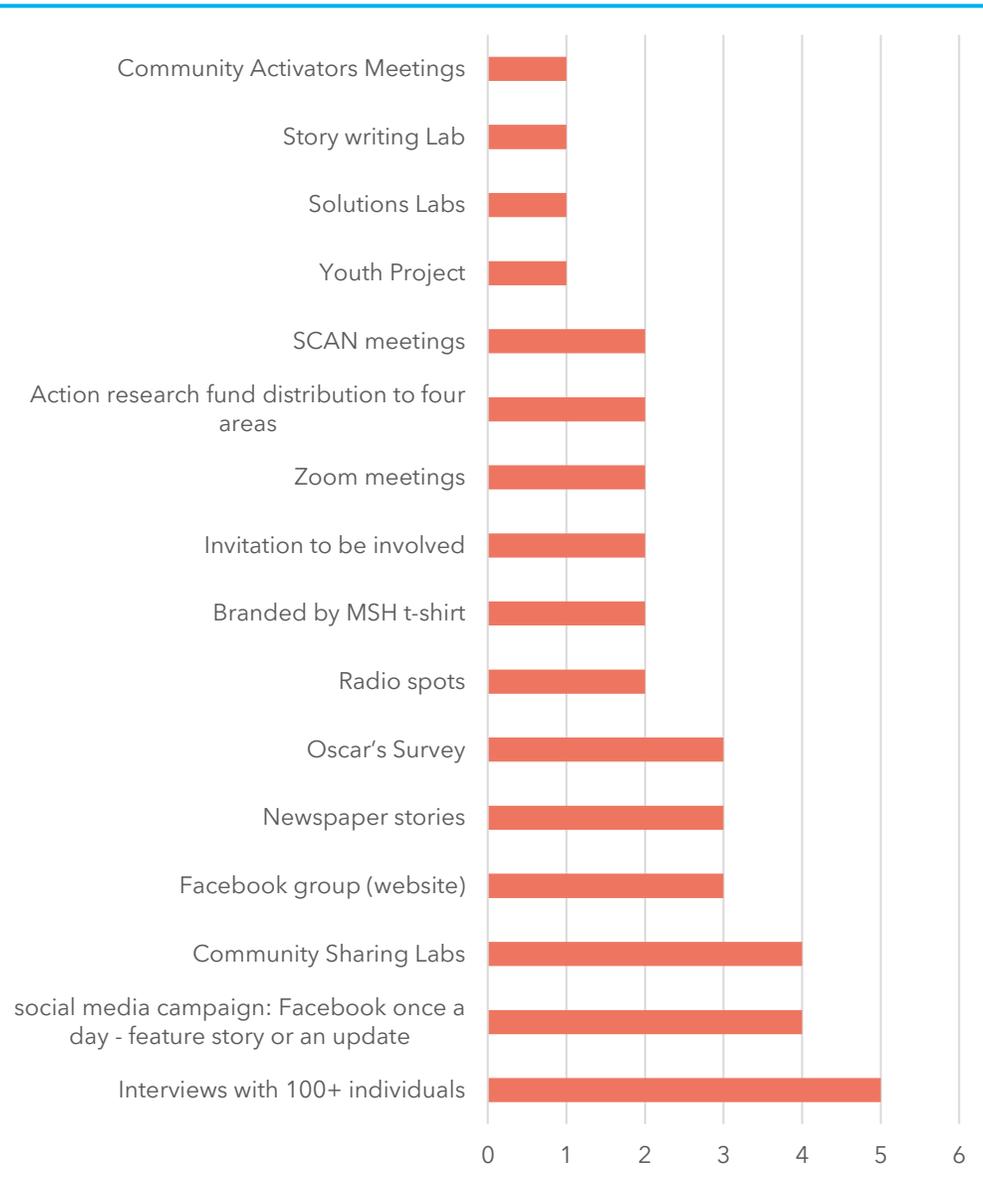
*I was invited to participate because of knowledge and experience; e.g. living in the tri-communities, community planning, Indigenous, social services, business.*

*I was invited to participate because of my work with youth projects.*

*... started with a conversation with Karen asking about what she is doing*

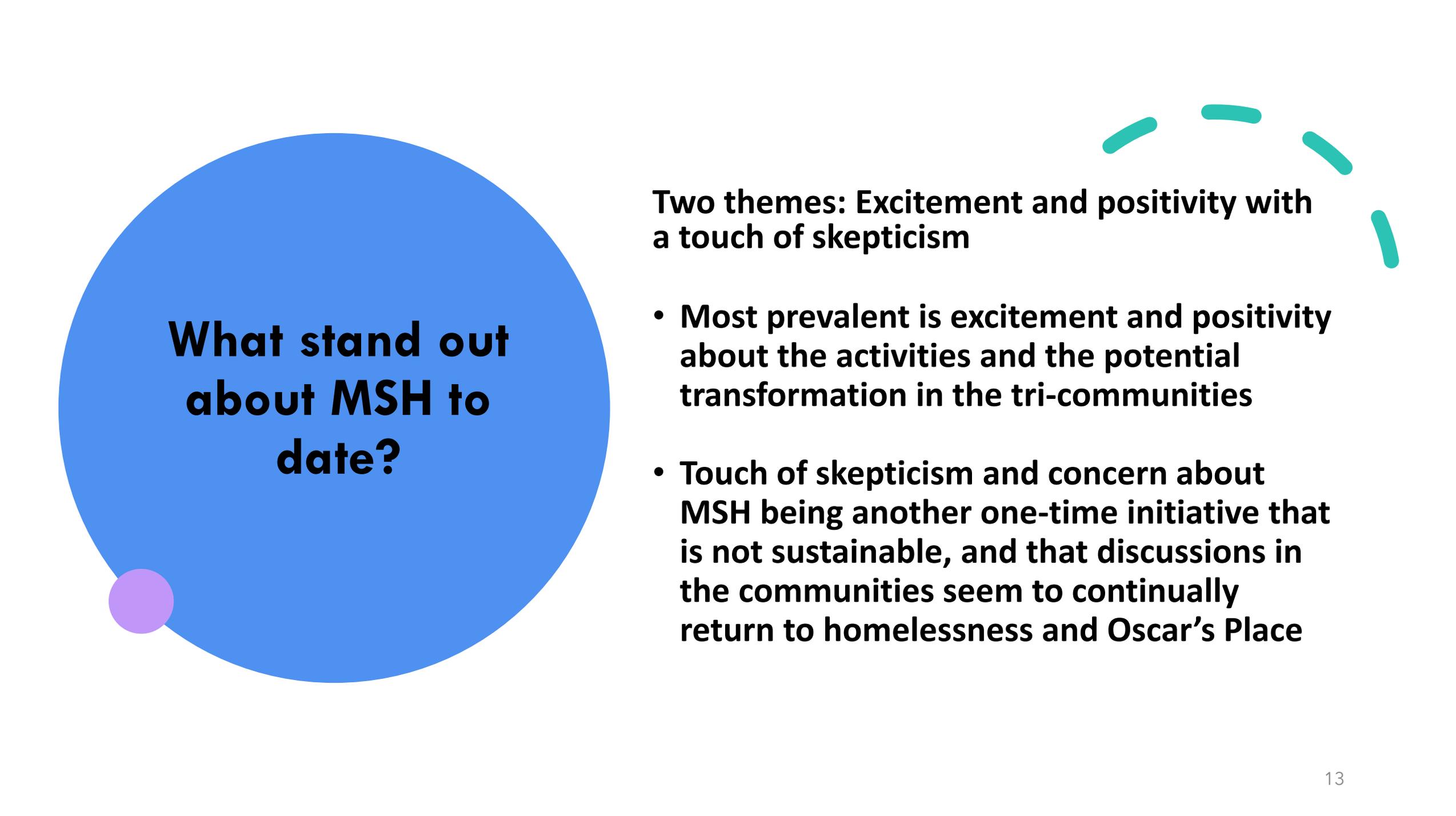
*I've been participating in the group sessions to determine different projects that we could put in place in the community (i.e.. youth engagement, art focused projects, community ambassadors) to improve the safety and wellbeing of the community.*

## What MSH activities and events did individuals know?



### Individuals are most aware of:

- **Interviews that Karen (MSH contractor) held with 100+ individuals**
- **Social media campaign (Facebook, etc.)**
- **Community Sharing Labs**
  
- **Individuals best know what they are directly involved with. Even people who are very involved don't know every aspect of MSH.**

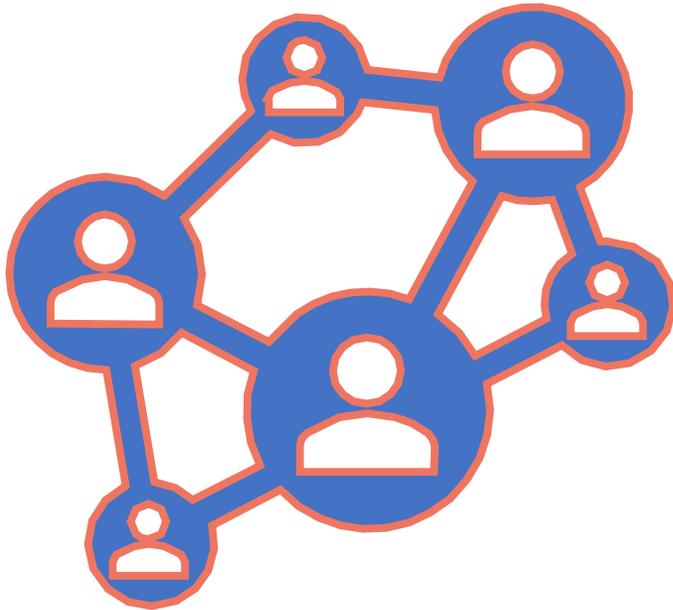


## **What stand out about MSH to date?**

**Two themes: Excitement and positivity with a touch of skepticism**

- **Most prevalent is excitement and positivity about the activities and the potential transformation in the tri-communities**
- **Touch of skepticism and concern about MSH being another one-time initiative that is not sustainable, and that discussions in the communities seem to continually return to homelessness and Oscar's Place**

# Positive aspects of MSH



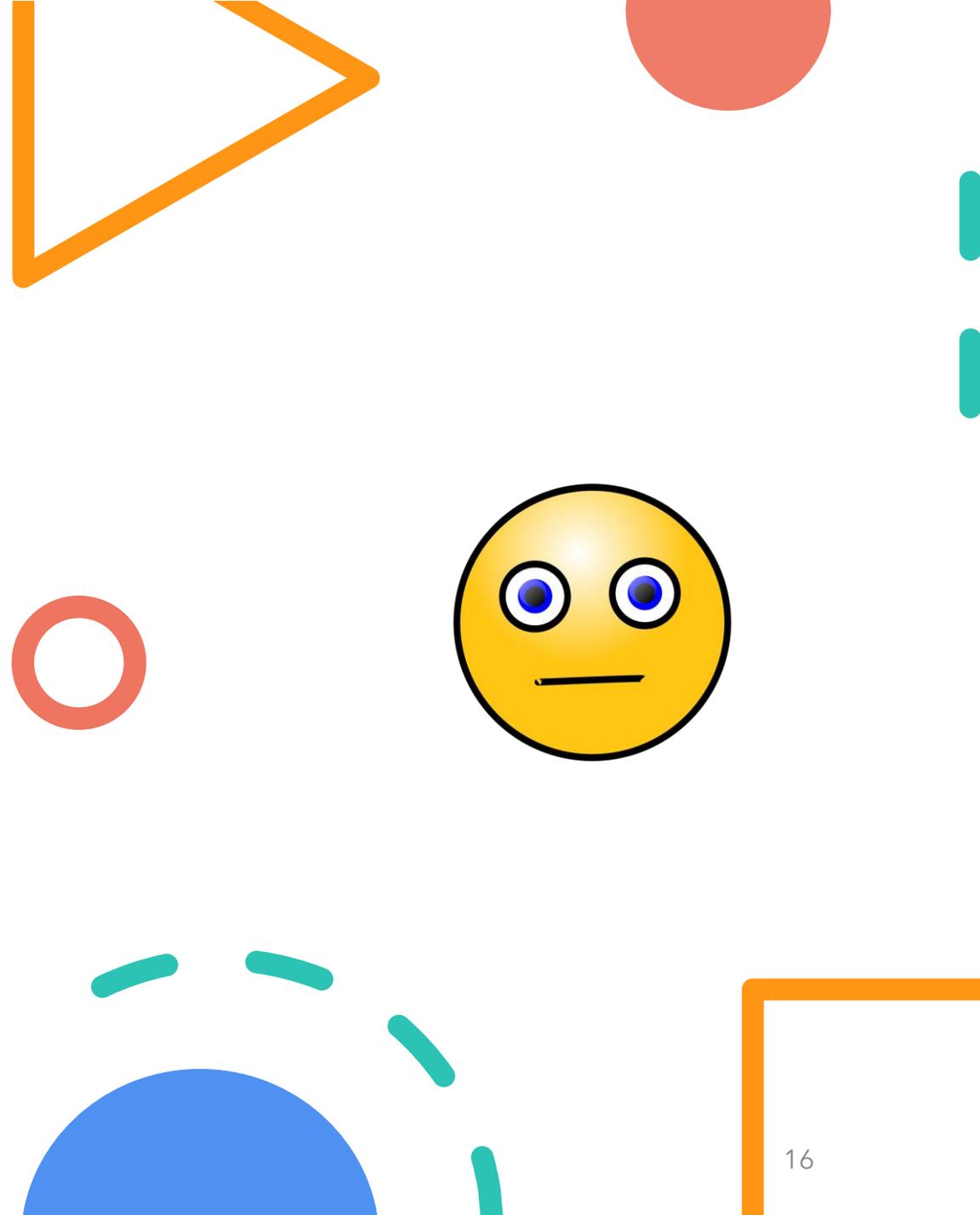
- Pulling together all service providers
- Connecting various aspects of the communities
- Community organizations and residents are talking about solutions
- Stories in the media are bringing attention to many groups doing things behind the scene in the community
- More beautification and cleanliness in The Pas
- Allocation of action research funds to four areas, rather than only one organization
- Learning that we have assets to help each other
- Action is happening through MSH
- Increased communication within the community
- The way that the Contractor (Karen Driedger) invites people to be involved, listens, connects, gives decision making to the community

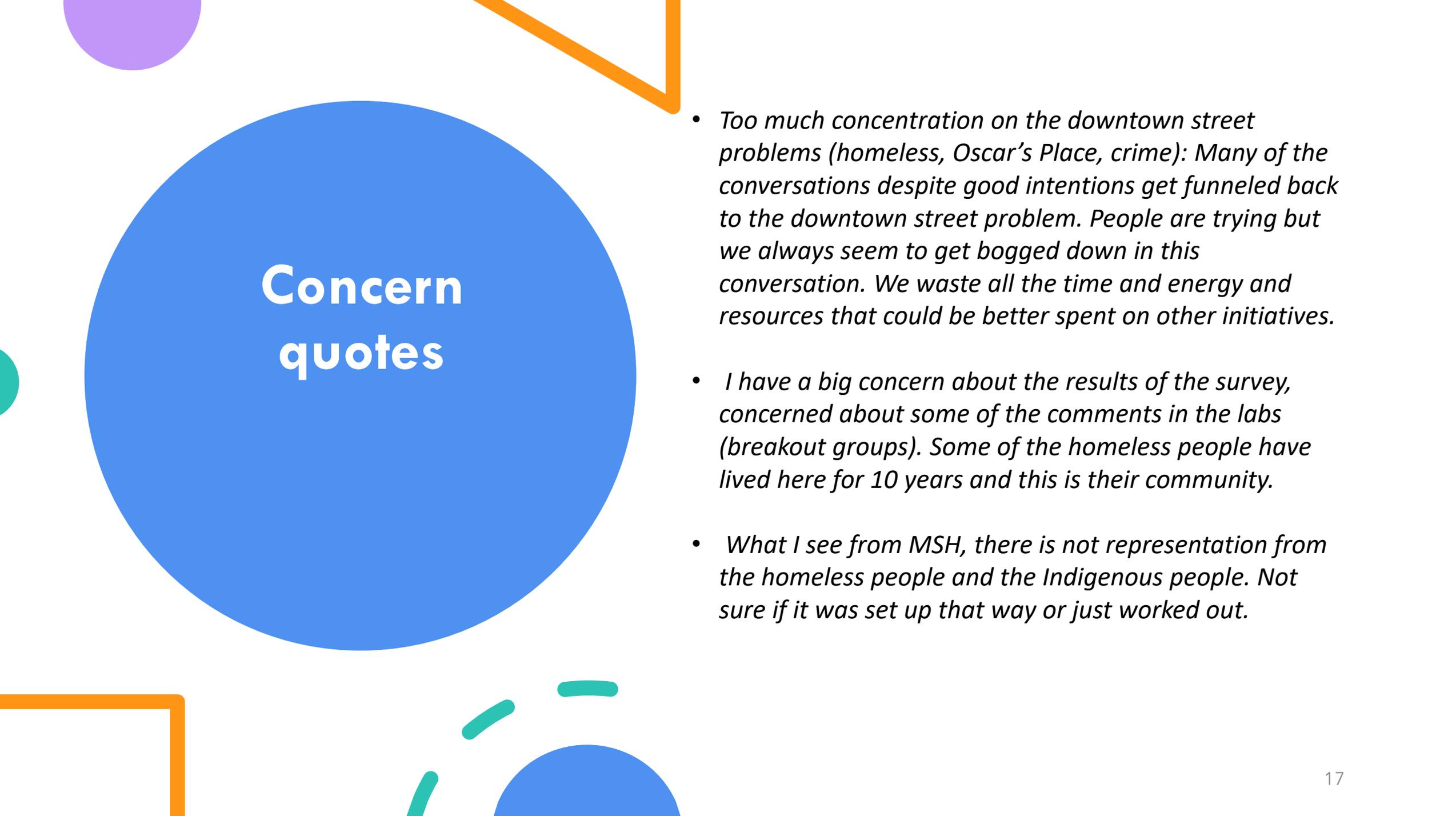
## Excitement and positivity quotes

- *The name is apt - We are in the beginning of the ball roll to make shift happen.*
- *MSH is working with an open mind as part of change; also open heart and at the end, the open will.*
- *For many years I have attended similar meetings where people in community talk about what is working and isn't working. MSH is the first time that actions are occurring. Very happy about it.*
- *I really appreciate the momentum it creates. There is a positive aura that surrounds Make Shift Happen, inspiring others to work together to create positive change.*
- *I like that MSH is consistent, needs to be able to connect with communities on many different levels; make relationships, help people feel connected in community. MSH does this well.*

# Concerns about MSH

- The concentration on the downtown street problems (homeless, Oscar's Place, crime) that occurs in most community discussions and has also risen in MSH, taking too much of its resources
- Concerns about the negative attitudes of residents towards individuals who are homeless as evident in Oscar's Place Survey and some of the Community Labs
- Insufficient representation on MSH of individuals who are homeless and of Indigenous persons
- Sustainability of MSH in the future when current funds are finished





## Concern quotes

- *Too much concentration on the downtown street problems (homeless, Oscar's Place, crime): Many of the conversations despite good intentions get funneled back to the downtown street problem. People are trying but we always seem to get bogged down in this conversation. We waste all the time and energy and resources that could be better spent on other initiatives.*
- *I have a big concern about the results of the survey, concerned about some of the comments in the labs (breakout groups). Some of the homeless people have lived here for 10 years and this is their community.*
- *What I see from MSH, there is not representation from the homeless people and the Indigenous people. Not sure if it was set up that way or just worked out.*

# Contributing to MSH

**Question: *How are you contributing to, helping to lead, and influencing the activities of Make Shift Happen?***

**Main theme: Individuals see themselves as contributors which aligns with the goals of MSH to have the community lead the process and to strengthen the capacity of individuals.**

## Quotes

*I contribute by the work I have done and knowledge I hold from the work.*

*I show inclusion by being an Indigenous person from an Indigenous community.*

*I see myself as a door opener and let people through.*

*I am hoping to contribute to the start of a couple programs/activities around the community,*

*I am providing an opinion and an understanding of working with the less fortunate in the community.*

# How MSH has helped the individual ...



**Main theme: Some individuals identified ways that they are doing things differently because of MSH; others said they were not necessarily changing. However, all identified ways that they have benefitted from MSH.**

## Quotes

- *It is encouraging as I know now that I am not the only one doing the work. Our neighbouring municipality has reached out across the river that divides us. That is incredible.*
- *I'm not sure it has changed how I do things, but it has given me perspective as well as informed me of the groups in town and how much work the community is doing to improve the region.*
- *Being involved with MSH has given me different and fresh views of my own community.*
- *Because of MSH, I have involved in a project and am going "outside of the box" and will work with people that I am not familiar with. That is new and exciting.*

# How MSH has helped organizations and the community...

**Main theme: All seven individuals identified ways that MSH is supporting organizations and the tri-communities as a whole.**

## Quotes

### Organizations

- *Many wonderful stories about individuals and organizations being brought into the limelight*
- *organizations - so fantastic; so many involved; getting money; making programs happen that won't otherwise.*
- *Breaking down some of the silos between groups. People are connecting.*
- *Have seen media stories about Oscar's Place and that how they are working to make it a bit place for homeless, etc.*

### Community

- *Hope*
- *Seeing it happen. Stories in the paper and online are great to have*
- *Comments from people about the stories saying that is has encouraged a bit of community pride*
- *I think there is power in positivity, and power in numbers, and this initiative has involved both of those things in a community who is historically not positive and divided.*
- *Any dialogue about an issue gives new contacts, different perspective. It has fueled more talk in the community and that is the only way things changes.*
- *Connected many people; e.g. school counsellors with organizations; local business wanting to be involved*



## Concerns

- *I haven't seen the impact other than assisting Oscar's Place.*
- *I don't know what money went to youth and what they did with it. I have no doubt that they did something, and I would like MSH to send out information about who was helped, who made the decisions, and the results.*

# Future of MSH

***Question: How do you see MSH evolving?***

## **Main themes**

- ✓ **Hope in the community**
- ✓ **All working together (individuals, organizations, councils)**
- ✓ **Sustainable funding**
- ✓ **Political commitment**
- ✓ **Catalyzing and organizing individual/s as paid staff or contractors**

# How do you see Make Shift Happen evolving in next eight months? (to mid-2021)

1. **MSH could “go to” even more people through increased networking, individual invitations, and more sharing of results and successes. MSH needs to build more awareness and involvement.**

## Ideas

- a) Conduct a mapping activity in a meeting about and with youth.
- b) Send the message out to the youth that the tri-communities are a great place to live. I never looked at it this way until MSH and now I see it.
- c) Communicate the great results of MSH even more than is currently done. Covid-19 presents challenges; use radio spots and online social media.
- d) Go beyond the same people in the community doing everything and being involved. Personal invitations seem to work.

2. **MSH needs to find sustainable, long-term funding to continue its work and to ensure paid staff or contract positions are in place.**

## Quotes

- If MSH has permanent legs, it could go a long way. The problem of such initiatives is funding for three years, we get a good foundation, and then it disappears.
- We need someone like Karen who is vibrant and evokes energy to spearhead more positive things.

## Ideas

- a) MSH needs to find someone to take it on as part of their work; maybe the tri-communities. All three need to fund the project. They need to put money into hiring two or three people to keep MSH going. Two part-time people: one to manage the Facebook page, one to write the stories.
- b) In January and February 2021, MSH needs to shift focus to deciding how it will continue.

3. **If funds are available to help people be involved, communicate that information as soon as possible. Give people more time to think about how they can contribute. Use the same format, a collaborative decision-making process, that was used at the start of MSH because it was fair.**

4. **Expand the composition of MSH “Committee” to include individuals who are homeless and on the street.**

## Ideas

- a) Include one person from residents at Oscar’s Place, one person from the Food Bank

5. **Continue to learn about and understand the social issues in the community.**

## Ideas

- a) Visit Oscar’s Place and talk to the residents

6. **Bring northern communities together.**

## Ideas

- a) MSH is going in a good direction and could reach out and would with other northern communities, possibly a symposium of some type.

# Describe what you hope to see, where you hope community will be at, what will you be doing, who else might be involved.

1. **People in the tri-communities have continued hope in their community. People see that there is a way to make things happen.**
2. **The three communities are working together at all levels: community organizations and political councils.**

## Ideas

- a) Get the Community Ambassador Program “off the ground” in the next few years. It can help change the negative mindset of the downtown environment and can create connections between the homeless and non-homeless population.
- b) Obtain sponsorship from corporations (businesses)

## Quotes

- The residents and organizations of the tri-communities will be less divided and will think more about people first, rather than location, race, status. MSH is helping to create this unity.
- We have amazing people in our communities. We have great business minds, political minds, great youth. We have lots of future here.
- I think that projects like the silhouettes can humanize people in our society who are most vulnerable and targeted as ‘problem’ populations.

3. **MSH has created beneficial outcomes for the tri-communities that reverberate throughout different sectors.**

## Quotes

- I think the community is on an upward motion of sharing the positive news in the community, how people are working together to improve their surroundings, and coming together to share experiences and pain points. I think that notion needs to continue for a bit longer to really sink in, and to prove to some of the nay-sayers that the change starts from the inside.

4. **MSH is sustainable with ongoing funding and a paid person as a “catalyst and organizer”.**

## Quotes

- I wish we could always have an MSH and the funds that go with it. it is a fantastic project. The Pas has many wonderful things that people are now aware of.



RURAL MUNICIPALITY OF  
**KELSEY**



# APPENDIX C:

- Frameworks for Measurement

## **Frameworks for Measurement**

The following frameworks have been identified as being helpful in designing evaluation and metrics as a crime prevention/tri-community wellbeing strategy is developed.

- United Nations, Human Development Index
- Organization for Economic Cooperation and Development (OECD), Better Life Index
- University of Waterloo, Canadian Index of Wellbeing (CIW)
- New Zealand, Living Standard Framework
- World Happiness Report
- Economist, Global Livability Index
- Canadian Armed Forces, Wellbeing Framework

# APPENDIX D:

- Crime Prevention: Community readiness and mobilization. Year 1 Report, January 2020 to March 2020
- Karen Driedger, fourward thinking March, 2020

The Pas, OCN, RM of Kelsey

Make ShiFt Happen

# Crime Prevention: Community readiness and mobilization

Year 1 Report, January 2020 – March 2020



Karen Driedger ~ [www.fourward.ca](http://www.fourward.ca)  
FOURWARD THINKING

Crime Prevention: Building Capacity and Community Mobilization ~ The Pas, OCN, RM of Kelsey

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Appendix A. Monthly Updates

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- b. RM of Kelsey Reeve

## **Crime Prevention: Community Readiness and Mobilization**

### **The Pas, OCN, RM of Kelsey, MB**

“We’ve started creating fresh tracks in the snow, let’s keep walking in that spirit.”

#### **A. Overview**

The Town of The Pas received a Federal Government grant from Public Safety – Crime Prevention. In mid-January 2020, 4 Excellence ~ fourward thinking was contracted to coordinate the initiative and began the process. The aim is to assess community readiness, strengthen capacity, and support efforts to mobilize, create new networks and ways to address safety and crime issues in the Tri-Community area (The Pas, OCN and RM of Kelsey). The process was designed using community development principles and uses an assets-based approach, building on existing community resources, efforts, promising crime prevention and community well-being strategies. It addresses the overall effects of crime focussing on Indigenous and vulnerable populations. This initiative aims to bridge gaps in knowledge on how crime prevention efforts can be adapted to respond to identified needs. It reaches beyond programs and activities to tackle broader elements such as the systems that support service delivery (including policy, organizational structure and leadership). Assessing community and identifying opportunities will lead to the co-creation of a strategy that addresses the effects of crime and challenges in the Tri-Community area.

#### **B. Objectives**

The objectives of this initiative are to:

- Support the dissemination of knowledge and the development of tools and resources for Indigenous and Northern populations; and to
- Support capacity building and explore ways to develop culturally sensitive crime prevention practices among Indigenous and Northern populations.

### C. Four Areas of Focus

The flowchart on the right highlights the main components of each phase of this initiative.

The first two and a half months of the initiative focussed on four main areas:

1. Get Ready - Core staff, administration and set up
2. Get Involved - Working group, Community Activators and Advocates
3. Social Innovation and Impact Lab
4. Community Awareness and Evaluation Plans

#### 1. Get Ready

It was imperative to discover what was already happening in the area in order not to duplicate efforts, to identify broad stroke opportunities and explore possibilities. Over 110 conversations with key leaders and groups have taken place. These helped inform activities and continue to inform the evolution of the process and specific actions. From each of these conversations valuable insights were shared and common themes emerged.

##### i. Community Voices: Assets

The Pas and Area has much to celebrate! A substantial number of services, champions and initiatives focused on making The Pas and area a safer, healthier, more welcoming place to live and visit exist. Please note this is an initial set of observations and generalizations, further analysis and consideration of implications will be integrated with additional assessment data and learnings as the initiative progresses. It is a useful snapshot

#### Main Components



requiring additional information especially from Opaskwayak Cree Nation (OCN), youth and vulnerable populations to present a multi-dimensional picture of the region.

#### 1. Multi-sectoral Initiatives

SCAN (Safer Communities and Neighbourhoods) coordinated by Staff Sargent Brent Lemieux, is a valuable initiative that brings together stakeholders from multiple sectors. They focus on community-wide safety issues and initiatives. The group meets every two to three months and are moving towards an overall plan.

#### 2. Strategies and Plans

Two existing strategies in The Pas, the Urban Indigenous Strategy from The Pas Family Resource Centre (TPFRC) and The Pas Community Renewal Corporation's (TPCRC) Five Year Plan, are informative resources that had substantial community input. The Urban Aboriginal Strategy identified numerous areas to focus on, the top five priorities include; 1. Affordable housing, 2. Addictions, 3. Early childhood supports, 4. Community engagement, and 5. Employment and training. TPCRC's Five-Year Plan identified; 1. Crime and Safety, 2. Parks and Recreation, 3. Housing, 4. Physical Environment/Image and Pride and, 5. Community Economic Development as their top five priorities. Highlights and priorities reflect information gathered from the interviews done for this initiative to date.

The Pas Chamber of Commerce conducted a Downtown Business Survey in 2017 focused on safety in the downtown core, Scott Bateman Middle School surveyed their students in 2020 and current RCMP statistics are local resources that are all being referred to for this process. OCN's recent community assessments and other local studies will be an integral component of the assessment as well.

Many other provincial studies and engagement processes that will also inform this initiative have been identified. To highlight a few: In 2018 Manitoba Health produced "Improving Access and Coordination of Mental Health and Addiction Services: A Provincial Strategy for all Manitobans" (Virgo Report), "The State of Rural Canada" (2019), "Honouring the Truth, Reconciling for the Future" (2015), "Look North" (2017), "Highlights of the National Shelter Study" (2017), "The Health Status of and Access to Healthcare by Registered First Nation Peoples in Manitoba" by the University of Manitoba (2019), the Peachey Report (2019) on the future of northern healthcare services, the Manitoba Metis Federation (MMF) "Depression, Anxiety Disorders and Related Health Care Utilization in the Manitoba Metis Population" Report (2013). At this point there is a working Bibliography, a complete listing will be included in the next report. These along with other relevant studies will be used in the analysis and creation of future plans.

Currently, The Pas Community Development Corporation (TPCDC) is undergoing an information gathering process so together, the TPCDC, TPFRC, TPCRC and this initiative will be working collectively to identify opportunities and address priorities. As other groups emerge inclusion will be encouraged.

### 3. Collaborative, Community-Wide Initiatives

Vision of community-wide initiatives that can integrate multiple partners have been identified by community leaders (ex. Community Ambassadors, Community Safety Officers Program, transitional services). Knowledge and support from north/regional partners on restorative justice initiatives are also underway. Relationship and awareness efforts are being built between some large organizations, with various levels of connection depending on the institutions. Efforts to, “fix what we have and shift from negative to positive attitudes,” are recognized, as is the understanding of taking incremental steps to change. Leaders see the value in working together.

### 4. Youth Services

Youth are seen as one of the top priorities for community well-being. There are numerous activities and opportunities outside of school for youth including but not limited to; four youth centres, 4H Helping Hands, Junior Wolf Pack and OCN Youth Council to mention a few. Schools are working hard to make their environment cool places where young people want to be, feel accepted and have a sense of belonging. Counselors, social workers and teachers have caring, trusted relationships with students and continue to explore how they can facilitate individual self-worth and communal inclusion. Limits in funding, capacity, training and resources present challenges.

### 5. Urban Planning and Beautification

Urban planning is on the radar with community murals, downtown flowers and community clean-ups taking place regularly. People are aware of the walking paths, habits and gathering places of youth and street people and see them as spaces for intervention and creative solution-building.

### 6. Business and Entrepreneurship

Highlighting Northern hospitality, a service culture and entrepreneurship have been identified as opportunities to build on. University College of the North (UCN) has partnered with North Forge North to develop a business accelerator for entrepreneurs, Fire Spirit is working with Manitoba Employment Services, Community Economic Development Foundation (CEDF) and Look North are working to develop the economic profile in the north. All efforts to enhance and attract a vibrant economic spirit and to encourage young people to stay or return building creative, qualified human resource capacity.

#### 7. Homelessness

Positive, trusted relationships have been built with people who are homeless through the two local Soup Kitchens, Oscar's Place Homeless Shelter, the Friendship Centre and hidden heroes (individuals in the community) who engage this group with clearing sidewalks, doing odd jobs and other informal interactions. Action is being taken at local businesses to deter unwanted public drinking and gathering and the Chamber of Commerce 'Sherry Bottle Return' Program is successful. The needle exchange program through the Northern Health Region is in place (needing some attention) and can be built on. Vagrancy is one of the most prevalent issues and concerns in the community.

#### 8. Qualified Personnel

Efforts are being made to attract qualified personnel across sectors, especially needed in the mental health and social service fields. There are resource people who have training and an understanding of trauma, suicide prevention as well as people who are qualified to train mental health first aid, and a range of service-oriented skills. More are needed. Settlement services has a presence in The Pas which is a valuable service as the community's ethnic diversity expands.

#### 9. Empathy and Humanity

Heartbreaking stories of trauma and despair are being shared, heard and acknowledged. Youth, adult students, people transitioning from jail and/or remote communities, people leaving abusive relationships and street people are living with these realities. The humanity of vulnerable people is recognized by many and understood differently across community. Discussions have revealed the opportunity to build awareness and empathy for people less fortunate than others.

##### ii. Community Voices: Areas for Action

While the above is happening, more can be done to support and increase the effectiveness of existing efforts. The following are topics identified through dialogue for improvement. They include but are not limited to:

##### a. Collaboration

- Collective wisdom is that working in silos is the norm. Weaving efforts to maximize impact and effort would be beneficial.
- Strengthening communication and awareness among organizations, individuals and with community is paramount in building sustainable communities at all levels, tri-community as well as inter-community.

b. Systems

- Addressing root causes and systemic issues such as: racism, organizational effectiveness, leadership development and policy need to be addressed.
- RCMP resources are under stress, especially with The Pas no longer being designated a remote community.
- There is frustration around the Crown and court system. Staying of charges, availability of programs in correctional centres and limited transitional services contribute to the tension. There is opportunity for restorative justice efforts to be broadened with much needed resources. A systems review and creative programming (ex. gardens, Egg Lake) within the local correctional centre would aid in community reintegration. Human resources; staff, RCMP, Crown and formal leadership addressing these issues in a transparent and coordinated fashion may lead to further understanding and solution-driven dialogue.
- The Pas is not recognized as a hub for the north which impacts access to services and resources.

c. Culture

- Shifting the culture of silos and blaming to inclusion and collaboration is sought-after.
- Shifting thinking from 'we can't do it' to 'what can we do?' has been identified as crucial.
- Incremental steps are needed to shift the culture.

d. Accessibility and Inclusion

- There is a need to reduce barriers to programs (financial, systemic, transportation), accessibility and inclusiveness without minimizing humanness.

e. Transitional Services

- Transitional housing and services in a range of areas are near absent and a top priority for most of the people who were interviewed. This includes affordable and transitional housing and support services. Services for people transitioning from the justice system, mental health and addictions into community, from neighbouring communities to educational opportunities and from street-living and counseling into affordable and transitional housing are an enormous need.
- The local emergency homeless shelter, Oscar's Place, has a variety of challenges including physical attention, staffing and overall operations.

f. Human Resources

- There is a lack of professionally trained people in mental health, addictions and counseling and youth workers. Existing organizations are struggling with attracting and keeping qualified people.
- Local training is needed to support community members for upgrading and capacity building in an accessible, inclusive way.
- There are fewer volunteers every year.

g. Investment

- For long-term shift to occur sustainable multi-layered funding is needed.

h. Populations: Youth, Seniors and People with Disabilities

- There are efforts directed at youth and early years, however, further investigation is needed to identify the impact and level of need for those at risk of involvement with the justice system or who are involved with the justice system. The level of coordination across sectors and areas of opportunity requires additional study.
- Youth and technology/screen time/social media are identified as major issues. Youth trafficking is happening in many ways and needs attention. Attendance at schools is another area of concern.
- Health services for seniors is a concern as many move away in their later years. Exploration of this as well as services and housing for people with disabilities are required.
- Domestic violence continues to be an issue. Awareness of supports is limited, and individuals are hesitant to access local services for domestic violence as well as mental health because of stigma and anonymity issues.

i. People Accessing the Soup Kitchen and Oscar's Place Homeless Shelter

- The most visible issue of concern is the transient population, utilizing a large percentage of resources, effort and emotional energy from the RCMP, businesses, services and the public.
- Lack of housing for low income singles and couples/families, together with people not wanting to rent to vulnerable people are of concern.
- Lack of access to public washrooms and support services exacerbate the situation.
- An understanding and awareness of the life stories of people on the street, humanizing them, is difficult.

j. Statistics and Stories

- Organizations are collecting measurement data and evaluative information, building a culture of sharing it with others and using it to build support from community and collaborative partnerships requires attention.
- Training in innovative evaluation and measurement techniques would support local efforts and build capacity.
- Sharing information in a way that maintains privacy and aids in cooperative efforts would help to build support among different service groups, decreasing competition for funds and resources.
- A common community measurement approach/tool could be beneficial.

These initial notes will inform the work going forward. As assessment data, statistics and stories are gathered and analysed, community leaders will co-create a strategy.

iii. Resources

Numerous crime prevention resources are available. Research has started into gathering evidence-based practices. This is one of the focuses for the next quarter. A few to mention include; The National Crime Prevention Strategy, Prince Albert's Hub Program study and Thompson's Community Safety Officer Program report.

iv. Learning Opportunities

As learning and skill building opportunities materialize, they are shared. There are provincial and national conferences and training such as the Canadian Rural and Remote Housing Homelessness Symposium, May 2020 in Guelph ON, The Banff Centre for Arts and Creativity leadership intensives and Leading by Design opportunities, online opportunities through the Campus for Communities of the Future and Community Justice Initiatives in British Columbia. Local opportunities are limited unless online however, there are local leaders with training skills. Many who have these skills are spread thin making it difficult to increase capacity. The opportunity to build specific learning events will be a part of the Social Innovation and Impact Lab together with local leaders and potentially in new ways.

v. Monthly Updates

Every month a brief summary (Appendix A) was shared with Town Council and the contact list of over 180 community leaders. The updates were meant as a source of information, to build awareness and spark conversation, increase transparency as well as maintain accountability. Updates will continue throughout the lifespan of the initiative and may change in format as activities progress.

## **2. Get Involved - Working group, Circle of Supporters, Community Activators and Advocates**

The initial proposal suggested having three groups to act in a variety of capacities to support this initiative; a multi-sectoral Working Group, a Circle of Supporters-advisory committee and Community Assessment Advocates. The intent was not necessarily to create new groups but to see if there were existing circles with similar or connected objectives. The SCAN group especially fits as a multi-sectoral working group. A Circle of Supporters and Community Activators and Advocates are developing.

### **i. Multi-Sectoral Circle**

The SCAN group, headed by Staff Sargent Brent Lemieux, includes a wide range of participation and is a valuable community group that includes the Mayor and Reeve. Its focus is on building a safe and resilient community. The inclusion of youth, those involved with the criminal justice system or not, and vulnerable populations would broaden the perspective and deepen understanding of how to address challenges. With these additions, the group will be a conduit for strategic planning, feedback and mobilization.

### **ii. The Group of Six**

An informal Circle of Supporters, The Group of Six, is called on for support for specific activities. The six people are not always the same depending on what input and action is needed for example, when developing the 'Invitation to Get Involved', The Group of Six were involved in drafting the callout. Now with a storytelling and messaging campaign happening, a different Group of Six are involved in feedback and support based on social media and messaging input. As we move forward the Group of Six will continue to change and morph as necessary.

### **iii. Strategic Connectors**

The evolving nature of the relationship between TPFRC (Family Resource Centre), TPCDC, TPCRC, this initiative and OCN Executive is a peek into systemic linkages. Together, the opportunity to bridge and connect strategies, look at systemic flows, overall capacity building and mobilization efforts may be at the heart of this informal circle.

### **iv. Community Activators and Advocates**

An Invitation to Get Involved (Appendix B) was sent to 117 community leaders with the purpose of sparking engagement, creativity and collaboration as well as to encourage further thinking and gathering of assessment data, evaluation and measurement. Fifteen (15) leaders sent in 29 submissions ranging from small projects to larger initiatives focused on systemic change. Nine others expressed interest but did not make submissions. The submissions centered around four categories, 1. Youth, 2. Community Safety, 3. Homelessness and 4. Art/ Design/ Beautification.

Seventeen leaders representing the fifteen groups embarked on a collaborative decision-making process to determine how funds would be dispersed, the criteria for inclusion and their collective approach to gathering data for assessment (stats and stories) which will be used to inform the overall crime prevention strategy. A collaborative approach builds a sense of ownership that leads to sustained action. These groups have direct involvement, understanding and trusted relationships with vulnerable populations including Indigenous and non-Indigenous children and youth, people with mental health issues, homeless people, businesses, college students, law enforcement and community groups. Their relationships and connections make it much easier to have meaningful dialogue and to take well-informed action. This approach opens opportunities to create, test and learn from initiatives together with the intended populations. Details of each project and assessment criteria are being finalized. The funds are being leveraged and projects adapted through the partnerships and connections this group is forging. A brief summary of the initial submissions is included in APPENDIX C. Many have changed and been modified or dropped in order to focus on a clearer mandate. Full proposals are more detailed and complete.

These fifteen groups are an emerging cohort possibly evolving into a community of practice where sharing information, measurement and learnings will happen. A goal is to create a shared evaluation tool, impact and learnings framework so that the impact of collective actions, projects and initiatives can be measured. This group is a part of the coordination of assessment information, statistics and stories.

v. Coalition of Decision Makers

The Friendship Centre has hired a coordinator to build a Coalition of decision-makers focused on integrating Indigenous perspectives at the executive level. It is an opportunity to develop a well-rounded, inclusive approach and to learn how we might create systemic shift that will benefit overall processes.

vi. Collaborative Conversations

North Forge North in partnership with UCN host ongoing conversations once a month to engage a diverse set of perspectives around innovation. This initiative is in its infancy with many opportunities and possible directions. Discussions will continue around how and what the opportunities might be in the context of community quality of life, capacity building and mobilization.

A meeting with OCN Executive took place, sharing mental health, youth, and systemic initiatives. They are trailblazers! Building collaborative relationships with Indigenous leadership and perspective is crucial to create and lead crime prevention and community well-being initiatives in the region. A request has been made to meet with OCN Chief and Council to invite collaboration, inclusion

and involvement in the overall process as well as to learn from their wisdom and traditions. It cannot be stressed enough the importance of formal and informal leadership being a part of the leadership of this initiative and efforts to engage are ongoing. With COVID-19 impacting all, the focus of leadership throughout the region has been on citizen health and well-being.

vii. Hidden Heroes

There are a number of Hidden Heroes who are engaging people who live on the street by supporting with food, money, boots/jackets and or services, to clear snow, clean up the streets and do minor renovations. A women's ride program, Nisiiminan Safe Rides, provides free safe transportation for women and the two-spirited on Friday and Saturday nights in the tri-communities, it is supportive, educational and lifesaving. The Bear Clan patrol the streets and pick up needles, COPPs, mostly seniors, are walking the streets and citizens are calling EMS when medical care is needed. These acts of kindness, empathy and caring contribute to a sense of worth for vulnerable people and often go under the radar, citizens are taking action to make a difference in people's lives, something to celebrate.

**3. Social Innovation and Impact Lab**

The Social Innovation and Impact Lab (The Lab) focused on addressing social issues, has started its evolution. It is taking time to develop based on community needs and opportunities. The intent is for it to act as a hub to build community capacity, generate assessment data, explore opportunities, pilot culturally appropriate programs and policy, and encourage engagement. As community input and needs are identified, the purpose and direction of The Lab are starting to bubble up. It is moving in the direction of a creative space to experiment with, prototype and test initiatives, to open community to possibilities, to connect and take action. The reality of the current physical distancing is shifting any face to face interaction to online, platforms and capacity is being looked at. Capacity in terms of user friendliness, access, ability to use online systems due to bandwidth, technological, individual and organizational capacity as well as the capacity to facilitate online and engage others online.

Labs around collaborative decision-making, capturing impact and evaluation, solutions for downtown business owners and service providers are being developed. North Forge North, UCN, The Pas Regional Library, Fire Spirit and OCN all see linkages with the concept and development of a Social Innovation and Impact Lab. Opening perspective and seeing how things can be done in a new way, engaging the creative spirit, to make shift happen appear to be foundational to the emergence of The Lab.

#### **4. Community Awareness and Evaluation Plans**

##### **i. Community Awareness**

A local business owner, Denise Duncan, is developing and coordinating the communications and media campaign including creative ways of sharing learnings and increasing awareness on social media as well as print and radio. To start, focus is on increasing awareness, sharing what currently exists in community through storytelling and lived experience. ‘Make ShiFt Happen’ has stuck as the tagline for this initiative. Stories are being gathered to kick start the awareness campaign.

##### **ii. Evaluation Plan**

An evaluation plan and framework are in place. The overall plan includes three components:

1. A pre/post survey administered to the contact list and community in general
  - a. A draft survey is complete. Discussions with the Community Development Corporation, Fire Spirit (and potentially other organizations such as the Chamber of Commerce and The Pas Family Resource Centre, OCN) are underway to ensure it addresses not only this initiative but also takes into account the activities (duplication and timing) and needs of other community organizations.
  - b. A strategic approach in community surveying is necessary to encourage participation and decrease survey overload. If coordinated the communities will not be inundated with surveys, community groups can work towards gathering and sharing information which will broaden understanding and build capacity.
  - c. It was hoped to gather community feedback with more creative and hands-on methods, however, due to the current COVID-19 physical distancing and stay at home order in place, information gathering methods are limited to online and phone/Zoom options.
  - d. Including the voices of youth and vulnerable populations through stories and lived experience is a focus for the coming months.
2. Theory of Change (TOC)
  - a. A Theory of Change will be the blueprint for evaluation. A draft is being worked on. It will be used to ground the efforts of this initiative by identifying indicators of success and will specify the details of what change and impact will result. It will be the basis for developing the methodologies to measure the indicators and is a dynamic, living set of idea which will guide implementation and provide a framework for checking that the initiative stays on track. Because it is dynamic, changes can be made as learnings evolve. A TOC helps guide decisions about how to make adjustments by clearly showing the relationship between outcomes. Collaboration with existing entities (i.e. OCN Executive) are valuable in the development and co-creation of a Tri-Community plan. The Canadian Index of Well-Being and other

national platforms such as the National Crime Prevention Strategy and Campus for Communities of the Future are being referred to for guidance in development.

3. Comprehensive Community Evaluation

- a. The goal is to create a comprehensive community evaluation and strategy that can be used by all organizations to gauge impact. The notion of emergent design techniques based on evolving change or lack of change will be integrated. The pre/post survey discussed in 1.b. will be included in the TOC just as this community evaluation tool will be one of the outcomes. This resource will be co-created with the Community Activators and Advocates, input from the Group of Six, youth and ‘Strategic Connectors’.
- b. Face to face interviews and focus groups at existing gatherings have taken place, individual and group Zoom and phone conversations continue. Face to face interaction will resume when appropriate. These methodologies will be combined with other evaluative approaches identified in the TOC.

**D. Financial Report**

The chart below tracks expenditures from categories as outlined in Annex B of the Town of The Pas Proposal. Some categories show little to no use of funds, they have been allocated under alternative categories based on the multi-faceted work of Activators and Advocates. In general funds have been dispersed under four main areas:

1. Community Assessment Activators and Advocates	\$70,000
2. forward thinking facilitators (include \$5,715 GST)	\$36,000
3. Public Awareness (include \$700 PST)	\$10,700
4. Expenses, Supplies	<u>\$3,300</u>
Total	\$120,000

The Pas and Area Crime Prevention – Annual Report Year 1: January 2020 – March 2020

**1. Budget**

<b>Detailed Eligible Expenditures by Category</b>	<b>Description</b>	<b>Budget</b>	<b>Actual Expenditures</b>	<b>Total</b>
<b>Public Safety Canada</b>	<b>Total Cash</b>	<b>\$120,000</b>		
Audit and evaluation expenses	Evaluation, remaining used for Community Assessment Advocates under Salaries	\$1,000	\$840.00	\$160
Culturally appropriate expenditures	Used for appropriate public awareness and education	\$2,500		\$2,500
Fees and disbursements for consultants and experts	Remaining included with Community Assessment under Salaries	\$7,500	\$268.60	\$7,231.40
Liability insurance	Included with Community Assessment Advocates, Liability insurance paid by Town under in-kind	\$600		\$600
Office equipment and minor capital acquisitions net of disposable	Learning Labs Remaining with Community Assessment under Salaries	\$2,500	\$240.01	\$2,259.99
Public awareness and educational costs	Riverside Contract	\$8,333	\$10,700	(\$2,367)
Rental and normal utilities, maintenance and property tax	Social Innovation and Impact Lab Remaining used with Community Assessment under Salaries	\$14,400	\$1,840.44	\$12,559.56
Salaries and wages	Fourward thinking facilitators and consultants (\$35,714.29 – includes \$5,714.29 GST) and Community Assessment Activators (\$70,000)	\$74,000	\$105,714.29	(\$31,714.29)
Supplies and materials, shipping charges, stationary, postage,	Multi-sectoral working group Remaining used for Community Assessment under Salaries	\$1,667	\$390.30	\$1,276.70

The Pas and Area Crime Prevention – Annual Report Year 1: January 2020 – March 2020

printing, distribution and licenses				
Training and project development	Used for Community Assessment under Salaries	\$7,500		\$7,500
Sub-total: Cash		\$120,000	\$119,993.64	\$6.36
<b>Town of The Pas</b>	<b>Total In-kind</b>	<b>\$13,333</b>		
Administrative expenses	Including liability insurance	\$13,333	\$13,333	
Sub-total: In-kind		\$13,333	\$13,333	
<b>Total</b>		<b>\$133,333</b>	<b>\$133,326.64</b>	<b>\$6.36</b>

**E. Next Steps**

The next year will continue building on the progress made to date. Support is growing as are collaborative efforts across sectors. The Tri-Community region will lead the way in developing, creating and testing inclusive approaches to crime prevention. Investigation and assessment, community-wide engagement, learning and sharing will provide a solid foundation for sustainable action forward.

The Circle of Supporters will continue growth and development of collaborative capacity building and mobilization. A community Spark Event will likely take place via a virtual platform. A concerted effort and alternate approaches will encourage inclusion of a range of citizens and leaders, youth, seniors, vulnerable people. These citizens will be invited to lead and explore the possibilities. Community Activators and Advocates will be actioning assessment through a variety of initiatives. Learning Labs and experiences will evolve with the development of principles and a framework for the Social Innovation and Impact Lab. The year ahead looks bright.

**F. Summary**

Two and a half months has produced and built connections, awareness and knowledge. Community leaders and members are increasing their rally around what they can do to take action. Together with the experience, wisdom, existing services and commitment, this initiative is building on the strengths already in the tri-community area. It is in the journey, and there is still a way to go, that capacity will be enhanced, and mobilization will take hold. Opening the possibility of co-creating inclusive action and

## The Pas and Area Crime Prevention – Annual Report Year 1: January 2020 – March 2020

plans together with vulnerable populations is on the horizon. Creating a space to prototype, test and play with solutions in order to create a safer, more welcoming and healthy community is in the works.

Together, community is making shift happen.



**Appendices**

A. Monthly Updates

January Update

## **Crime Prevention: Community Readiness and Mobilization The Pas, MB**

*Every month you can expect to see a brief summary of what we've been up to. I've included a snippet of the main components (BIG PICTURE summary for each quarter included in the proposal- full visual on last page). There will be modifications and adjustments based on our learnings, existing resources and activities. Please email ([karendriedger@gmail.com](mailto:karendriedger@gmail.com)) or call with questions or comments. Your feedback is welcome!*

*Karen*

### **Main Components**



- Core staff, administration, set-up
- Working Group
- Social Innovation & Impact Lab
- Community Awareness & Evaluation plans

The Pas and Area Crime Prevention – Annual Report Year 1: January 2020 – March 2020

<b>January 2020</b>			
<b>Category</b>	<b>Description</b>	<b>Comments</b>	<b>Progress</b>
<b>Connections</b>	Met with 20 people in The Pas and Area. 16 messages/meetings set for February with key people in The Pas/Area. Met with 5 people in Alberta and BC. Message for meetings with 1 in Calgary.	Details in daily journal. Can forward upon request.  Meetings with key people/organizations such as: Friendship Centre, UCN Law Enforcement, UCN Innovation, Town Councillors, NRHA mental health, RCMP, Scott Bateman, Chamber of Commerce, Oscar's Place, Opasquia Times.  Alberta, BC connections regarding restorative justice, online learning, Social Impact Lab.	In Progress – Still will connect with key players
	Met with Restorative Justice expert in BC.	Dave Gustafson, Community Justice Initiatives.	Follow up necessary
	Connected with Social Impact Lab innovators and facilitators in Calgary.	Talia Bell, Barb Pedersen, Janet Naclia, Lisa McLaughlin.	Stay in touch
<b>Presentations/Gatherings</b>	Community Gathering – Coalition Building Jan 30 – unable to attend.	Will participate in the Coalition – Friendship Centre is coordinating.	Ongoing
	Presenting at Chamber meeting Feb 19, 2020.	Chamber meeting – introduce opportunity, gather info and listen.	
	Joining SCAN meeting March 7, 2020.	SCAN meeting – introduce opportunity, find the fit.	
<b>HR</b>	Received 2 applicants for support staff.	Will review and contact when clear on needs of initiative.	In progress

The Pas and Area Crime Prevention – Annual Report Year 1: January 2020 – March 2020

<b>Resource Development</b>	Created Resource listing.	Relevant resources including books, videos, websites. See resource listing for details. Available on request.	Ongoing
<b>Learning Opportunities</b>	Potential upcoming conferences/training Restorative Justice, crime prevention, safer communities.	March 6, 2020 RJ conference in Surrey BC.	Ongoing
<b>Training/Education</b>	Met with potential online training/education providers.	Campus for Communities of the Future, Brenda Herchmer. Community Justice Initiatives, Dave Gustafson.	In Progress – depending on community
<b>Social Innovation and Impact Lab</b>	Researched lab models and development materials.	Reviewed relevant materials online from Calgary United Way Social Impact Lab, Mount Royal University Social Innovation and Entrepreneurship, international lab models.	Ongoing
<b>Administration</b>	Developed daily journal format and kept records of activities.	Materials and notes are used to inform updates. Will be part of overall portfolio.	Ongoing
	Developed monthly update template.	Using and modifying as necessary.	
	Payment schedule and invoice.	Submitted.	Monthly
	Created contact list of relevant parties.	95 contacts to date.	Ongoing
<b>Evaluation Plan</b>	Investigating best method. Capturing learnings via daily journal and monthly updates.	Outcome mapping potential UCN may run a workshop in April, emergent design and other methods to capture learnings.	In Progress
<b>Messaging and Communication</b>	Listening and recording themes from discussions. Still to determine messaging.	Initial message “Open to collaborate and how best to leverage existing resources.” Direction of community-led actions, messaging and communication strategy to be determined.	In Progress

### Main Components



February Update

**Crime Prevention: Community Readiness and Mobilization ~ The Pas, MB  
February 2020**

*Overall observations, learnings and opportunities from discussions are consolidated to reflect on and consider.*

**Please note these are initial notes and generalizations, further consideration is needed as the initiative moves forward.**

The Pas & Area has much to celebrate! A substantial number of different services, champions and initiatives focused on making The Pas & Area a safer, more desirable place to live and visit are present.

- SCAN is a positive initiative bringing together a variety of stakeholders from multiple sectors.
- Vision of potential initiatives that are collaborative and integrate multiple partners have been identified (ex. Community Ambassadors, Community Safety Officers Program, transitional services).
- Community murals, downtown flowers, community clean-ups, settlement services are happening.
- Positive, trusted relationships have been built with people on the street.
- Caring, trusted relationships with students.
- Action is being taken at local businesses to deter unwanted public drinking and gathering.
- Youth have access to a lot of activities and opportunities, including youth centres.
- Schools are working hard at creating a place where young people want to be, feel accepted and have a sense of belonging.
- Relationship and awareness efforts are being built between large organizations.
- Efforts are being made to attract qualified personnel.
- Efforts to ‘fix what we have and shift from negative to positive attitudes’ are recognized, as is the understanding of taking incremental steps to change.
- Highlighting Northern Hospitality, a service culture and entrepreneurship are on the radar.

- Urban planning, walking paths of youth and street people, gathering places identified as an opportunity for intervention and creative solutions.
- Knowledge and support from north/regional partners on restorative justice initiatives is underway.
- The Sherry bottle return program is successful. The needle exchange program exists (needing attention) and can be built on.
- Heartbreaking stories of adult students, street people and students are heard and acknowledged.
- There are resource people who have training and an understanding of trauma.

While the above is happening, more can be done to support and increase the effectiveness of existing efforts. Additional areas that were discussed where improvement would have a positive impact include but are not limited to:

#### Collaboration

- Working in silos is more of the norm. Weaving efforts to maximize impact and effort would be beneficial.
- Strengthening communication and awareness among organizations, individuals and with community is paramount.

#### Systems

- Addressing root causes and systemic issues such as: racism, organizational effectiveness, leadership development need addressing.
- RCMP resources are under stress, especially with The Pas no longer being designated a remote community.
- Courts/Crown staying charges in many cases. Opportunity for restorative justice efforts to be broadened with much needed resources.
- Local correctional centre is in need of systems review and creative programs (ex. gardens, Egg Lake) for inmates to aid in community reintegration.
- The Pas is not recognized as a hub for the north which impacts access to services and resources.

## Culture

- Shifting the culture of silos and blaming to inclusion and collaboration is sought-after.
- Shifting thinking from ‘we can’t do it’ to ‘what can we do?’ has been identified as crucial.
- Incremental steps are needed to shift the culture.

## Accessible, inclusive

- There is a need to reduce barriers to programs, accessible, inclusive without minimizing humanness.

## Transitional Services

- Transitional services in a range of areas are near absent – support services for people transitioning from the justice system, mental health, addictions, from community to education and street-living, counseling, low income housing. Huge need.
- Oscar’s Place has a variety of challenges, physical attention, staffing, overall operations.

## Human Resources

- There is a lack of professionally trained people in mental health, addictions and counseling, youth workers. Existing organizations struggling with attracting and keeping qualified people.
- Local training is important for upgrading and capacity building in an accessible, inclusive way.
- There are fewer volunteers every year.

## Investment

- For long-term shift to occur sustainable multi-layered funding is needed.

## Populations: Seniors, Youth and People with Disabilities

- Efforts directed at youth and early years are in place, however, further investigation is needed to identify the level of coordination across sectors and areas of opportunity.
- Youth and technology/screen time/social media identified as major issue. Youth trafficking in many ways is happening. Attendance at schools is an issue as well.
- Services for seniors has not been identified specifically as a concern and requires exploration as do other unidentified areas of strength and concern.

- Services and housing for people with disabilities and seniors is of concern.
- Domestic violence continues to be an issue. Awareness of supports is limited.

People on the street

- The most visible, issue of concern is of people who live on the street which utilizes a huge amount of resources and effort from the RCMP, businesses and the public.
- Lack of housing for low income singles and couples/families, together with people not wanting to rent to these people are of concern.
- Access to public bathrooms are needed.
- An understanding and awareness of people on the street, treating them like people, is difficult.

Stats and Stories

- Building a culture of collecting measurement data and evaluative information requires attention.
- Training of evaluation and measurement techniques would help with supports.
- A common community measurement approach/tool could be beneficial.

Please email ([karendriedger@gmail.com](mailto:karendriedger@gmail.com)) or call (204-624-5050) with questions or comments.

*Karen*

February 2020			
Category	Description	Comments	Progress
Connections	Met with 25 in The Pas and Area. 12 messages/meetings set for March with key people in The Pas/Area.	Details in daily journal. Further information available on request.	In Progress – Still will connect with key players

The Pas and Area Crime Prevention – Annual Report Year 1: January 2020 – March 2020

<b>Presentations/Gatherings</b>	<p>Presented at Chamber meeting Feb 26, 2020.</p> <p>March 6 meeting set with key players from OCN.</p> <p>Joining SCAN meeting March 7, 2020.</p>	<p>Chamber meeting – introduced opportunity, gathered information and listened.</p> <p>Meet with Rhonda Ross, CEO, Sid Ballantyne, Portfolio Councillor; Shelley Sinclair, Intergovernmental Relations; Nicole Mead, CFO; Glen Ross, ED Health Services; and Sarah Linklater, Mental Health.</p> <p>SCAN meeting – introduce opportunity, find the fit.</p>	Ongoing
<b>HR &amp; Working Partnerships</b>	8 Interested parties in working on specific initiatives and support staff.	Follow-up meetings and potential process of EOI.	In progress
<b>Resource Development</b>	<p>Resource listing. Continue gathering local resources, studies and stories.</p> <p>National crime prevention strategy linkages, regional programs and provincial resources are adding to the list.</p>	<p>Detailed listing available on request.</p> <p>Highlighted resources:</p> <ul style="list-style-type: none"> <li>- State of Rural Canada study – MB chapter</li> <li>- Virgo Health Report for MB</li> <li>- Mental Health Issues Report</li> </ul> <p>75 Sanguins, J. et al. (2013). Depression, anxiety disorders and related health care utilization in the Manitoba Métis population. Manitoba Metis Association- Health and Wellness Department.</p>	Ongoing

The Pas and Area Crime Prevention – Annual Report Year 1: January 2020 – March 2020

		- NRHA Peachy report on future of northern healthcare services.	
<b>Learning Opportunities</b>	Potential upcoming conferences/training Restorative Justice, crime prevention, safer communities.	Canadian Rural and Remote housing and homelessness Symposium 2020. Guelph, ON May 27-29, 2020. Delta Hotel. Info on Alberta Rural Development Network webpage. <a href="https://www.ardn.ca/events/canadian-rural-and-remote-housing-and-homelessness-symposium-2020">https://www.ardn.ca/events/canadian-rural-and-remote-housing-and-homelessness-symposium-2020</a>  Banff Centre for Arts and creativity, Leading by design, Leadership Intensive May deadline, June program a week long <a href="mailto:leadership@banffcentre.ca">leadership@banffcentre.ca</a> Foundations of Purpose Leadership Intensive	Ongoing
<b>Training/Education</b>	Local facilitators identified for potential labs.		In Progress – depending on community
<b>Social Innovation and Impact Lab</b>	Researched lab models and development materials. Potential of 4-8 lab ideas to date.  Met with Calgary United Way J5 Social Impact Lab	Monique B (J5 and Social Impact Lab) – design thinking, capacity development, Design sprints, use logic model for eval. Training, ‘Inspire’ project may be a good way to go 8 weeks of content in teams, tools to thinking about solving the issue and work to prototype and do.	Ongoing
<b>Administration</b>	Daily journal records of activities.	Materials and notes are used to inform updates. Will be part of overall portfolio.	Ongoing

The Pas and Area Crime Prevention – Annual Report Year 1: January 2020 – March 2020

	Modified monthly update template.	Using and modifying as necessary.	
	Development of an Expression of Interest.	Framework for EOI started.	
	Contact list of relevant parties.	Over 125 contacts	Ongoing
<b>Evaluation Plan</b>	Ongoing investigation and looking for person to lead. Capturing learnings via daily journal and monthly updates.	Common measurement tool(s) something to discuss with SCAN	In Progress
<b>Messaging and Communication</b>	Listening and recording themes from discussions.  Evolving message based on learnings.	Initial message “Open to collaborate and how best to leverage existing resources.” Direction of community-led actions, messaging and communication strategy to be determined.	In Progress

March Update: A short video update accompanied the written report. <https://www.youtube.com/watch?v=f7Q-GDI2SpE>

## **Crime Prevention: Community Readiness and Mobilization**

**The Pas, MB**

**March 2020**

*Hello all, I appreciate you're busy, focused, altering your routines and navigating our new reality with COVID-19 marching its way up north. It's kind of like a big ant hill has been smashed and we're scurrying around to find our new paths forward, an opportunity into the unknown. Sending a lot of gratitude and kindness your way as leaders in this remarkable time, thanks for doing what you're doing!*

To the point:

- ☞ March 31, 2020 is fiscal year-end for Year 1 of the grant. I have started compiling the report for our first 2 ½ months, however, am waiting for reporting requirements from the funders. A copy will be sent to you once complete (I believe due at the end of April).
- ☞ I've requested a brief slot on the April 14 Town Council meeting, Jenn has included me via teleconference, realizing it may change.
- ☞ We've started creating fresh tracks in the snow, for example Council with the open budget process, let's keep walking in that spirit. *"When you change the way you see things, the things you see change."* Wayne Dyer

*Please email ([karendriedger@gmail.com](mailto:karendriedger@gmail.com)) or call 204.624.5050 with questions or comments.*

*Karen*

Four main areas of focus for the first Quarter included:

1. Core staff, administration and set up
2. Working group
3. Social Innovation and Impact Lab
4. Community Awareness and Evaluation Plans

It was imperative to find out what was already happening in the area so as not to duplicate efforts, to identify broad stroke opportunities and explore possibilities. Over 110 conversations with key leaders and groups have taken place. These helped inform activities to date and will continue to inform the evolution of the process and specific actions. From each of these conversations valuable insights were shared and common themes emerged as noted in February's update. What happened in March and where are we heading?

Marching on

### **Existing Information and Collaboration**

A key connection this month was with Renee Kastrukoff, Executive Director of the Family Resource Centre. She noted a community assessment that was completed a few years ago, which the Family Resource Centre is now actioning. Since Jackie Rechenmacher at the Community Development Corporation and myself are engaging community and looking where opportunities lie, the findings in this report are relevant and the three of us are looking to coordinate our efforts. Renee is checking with her board about sharing the report.

### **Multi-sectoral Engagement**

Three key group meetings took place in March: SCAN, North Forge North and OCN Executive (a request is in to meet with OCN Chief and Council). Met with Reeve and Mayor too. Support by our political leadership is key. A comprehensive, multi-sectoral approach sets the stage for inclusion, animation and progress. Sure, buzz words,

but truly if citizens own the situation and create solutions they are more likely to have a deep commitment to the process and outcomes, learned by working with many rural communities. Which brings me to the next point.

### **Working Group ~ Circle of Supporters**

The SCAN group, headed by Staff Sargent Brent Lemieux, includes a wide range of participation and is a valuable community group of advocates and animators. I'll continue to be involved with them as both participant and consultant. This working group appears to be a conduit for strategic planning, feedback and mobilization.

I've started an informal circle of supporters – The Group of Six - players which will shift and morph as needed. For example, when developing the 'Invitation to Get Involved', The Group of Six were involved in the drafting. As we move forward the Group of Six may change depending on interest and knowledge.

The evolving nature of Renee Kastrukoff (Family Resource Centre), Jackie Rechenmacher (CDC) and my relationship may be as strategy connectors, or something to that effect, with overall capacity building and mobilization efforts at the heart.

The fifteen groups that submitted 28 ideas is an emerging cohort possibly evolving into a community of practice where sharing information, measurement and learnings will happen. A goal is to create a shared evaluation tool, impact and learnings framework so we can measure the impact of our collective actions, projects and initiatives.

The Friendship Centre has hired Janet Lauther to build a Coalition of decision-makers focused on integrating Indigenous perspectives at the executive level. It is an opportunity to develop a well-rounded, inclusive approach and to learn how we might create systemic shift that will benefit overall processes.

### **Invitation to Get Involved**

An Invitation to Get Involved was sent out to 117 community leaders with the purpose of sparking engagement, creativity and collaboration as well as to encourage further thinking around evaluation and measurement. Fifteen (15) leaders sent in 29 submissions ranging from small projects to larger initiatives focused on systemic change. Nine others expressed interest but did not make submissions. A collaborative decision-making process is in the

works (a little retooling needed due to physical distancing). Those who submitted will determine how funds will be dispersed, it may be messy as a lot of community work is, however, in the long run it builds the kind of buy-in and sense of ownership that will lead to sustained action.

### **Hidden Heroes**

There are a number of Hidden Heroes who are engaging people who live on the street by supporting with food, money, boots/jackets and or services, to clear snow, clean up the streets, do minor renovations. A women's ride program, Nisiiminan Safe Rides, provides free safe transportation for women and the Two-Spirited on Friday and Saturday nights in the tri-communities, it's supportive, educational and life-saving. The Bear Clan patrol the streets and pick up needles, COPs, mostly seniors, are walking the streets and citizens are calling EMS when medical care is needed. These acts of kindness contribute to a sense of worth for vulnerable people and often go under the radar, citizens are taking action to make a difference in people's lives, let's celebrate them.

### **Evaluation and Learnings**

An evaluation plan and framework is on the go. It will include a pre/post survey as well as a Theory of Change (Logic model, including outcomes). A goal is to create a comprehensive community evaluation that can be used by all organizations to gage impact. The notion of emergent design techniques based on evolving change or lack of change will be integrated.

### **Messaging**

We have a dynamo, Denise Duncan is heading up a social and other media campaign including creative ways of sharing learnings and increasing awareness. To start focus is on increasing awareness, sharing what we have as a community through stories and lived experience. The 'make shiFt happen' tagline has stuck, all will evolve.

### **Community Connection continuing**

Planning on a virtual Community Gathering in April (virtual, maybe Zoom) that may be linked with Town. We have an opportunity to adjust and readjust, rethink how we interact, and focus on what's important. Our connecting

will include a range of citizens and leaders, youth, seniors, vulnerable people. Zoom platform will be our connector. If you'd like to try it out, it's easy, free and I'll be your guinea pig any time!

### Social Impact Lab

Resources and structures are being gathered and a concrete plan forward is bubbling up. The Lab is taking time based on the needs and opportunities. It's moving in the direction of a creative space to experiment with, prototype and test initiatives, to open us up to possibilities, to connect and take action. The reality of the current physical distancing is shifting any face to face interaction to online, platforms and capacity is being looked at. Capacity in terms of user friendliness, access, ability to use online systems due to bandwidth, technological, individual and organizational capacity as well as the capacity to facilitate online and engage others online.

Two specific labs for April may include 1. Downtown business action, learning from each other, and 2. Evaluation/Measuring to outcomes.

March 2020			
Category	Description	Comments	Progress
<b>Connections</b>	In person meetings and phone calls with 59 people in March totaling 110 for the 2 ½ months (51 in Jan, Feb).	Details in daily journal. Involvement with the Tri-Council in some capacity is on the table, where there may be potential for collaboration.	In Progress – Still connecting with key players via phone or Zoom
<b>Presentations/Gatherings</b>	SCAN meeting North Forge North meeting OCN Executive meeting A request has been sent to meet with OCN Chief and Council.	Will not be doing any more in person gatherings due to COVID-19. Looking at webinars and interactive technology opportunities.	Ongoing - virtual
<b>HR &amp; Working Partnerships</b>	Core group of 6 working/advising together.		Ongoing

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	Initial discussions with Renee Family Resource Centre and Jackie CDC to collaborate with assessment information. SCAN as working group Contract with Denise Duncan for messaging and communications.		
<b>Invitation to Get Involved</b>	Created Invitation, emailed to 117 people/organizations. Submission review process underway	Responses from 20 people, 15 people submitted 29 proposals. Submission review - collaborative decision-making process	In Progress
<b>Resource Development</b>		Resources to check out – More Together Than Alone (Mark Nepo), Wisdom of the Homeless, Team Human (Douglas Rushkoff)	Ongoing
<b>Learning Opportunities</b>	Online opportunities with Zoom training and facilitation.		Ongoing
<b>Training/Education</b>	Campus for Communities online Leadership webinar.		
<b>Social Innovation and Impact Lab</b>	Overall direction and involvement still TBD First Lab at Liquor Store is being adjusted due to COVID-19 situation. Lab to be held on evaluation, outcome-based evaluation / impact driven learnings and emergent design.	Zoom as a platform for connecting and creation.  Videos as a means for updates and sharing.	In progress
<b>Administration</b>	Daily journal record keeping.	Materials, notes are used to inform updates.	Ongoing
	Monthly update. Year 1 report for funders in progress includes cash flow.		In progress

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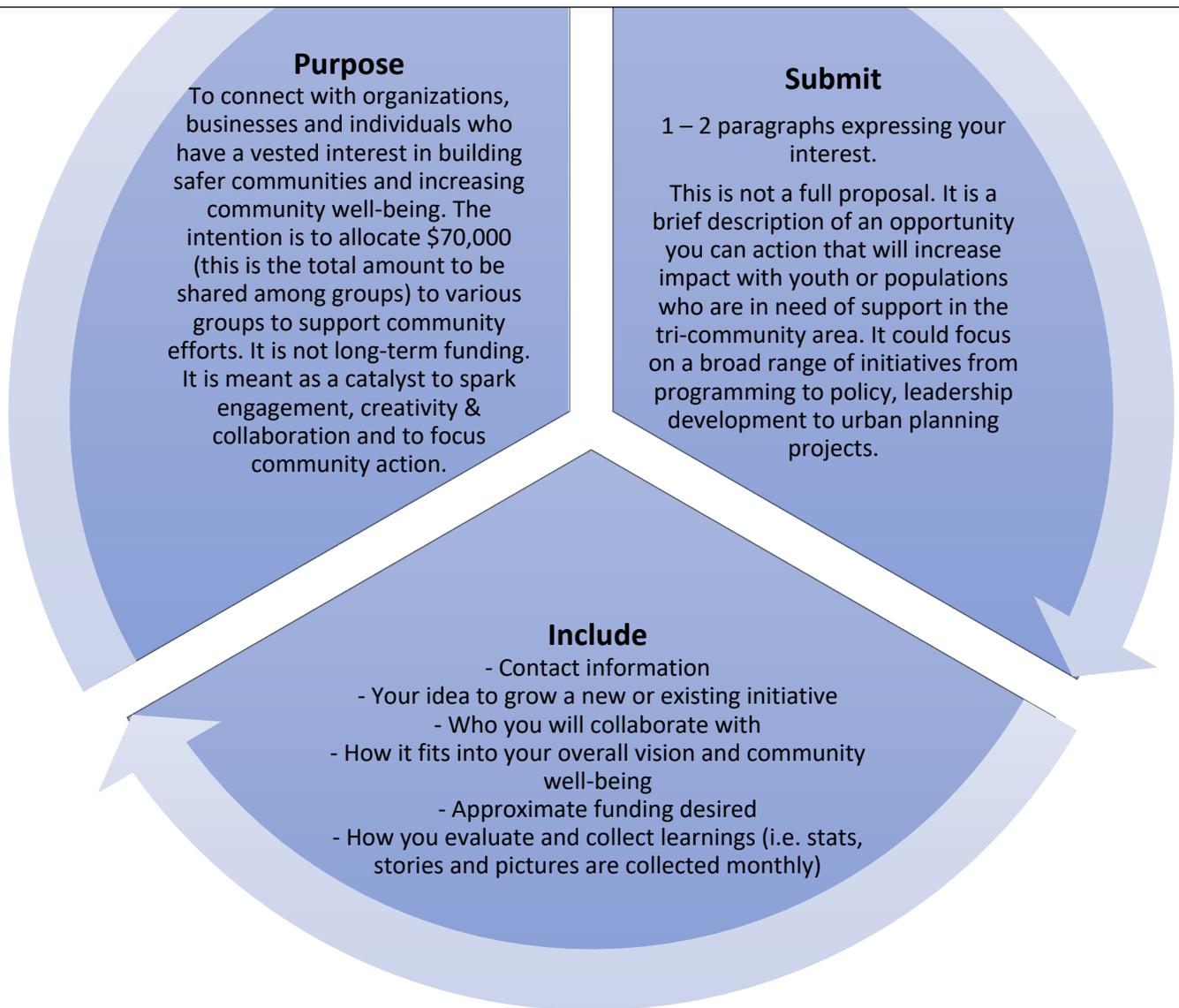
	Payment schedule and invoice.		Quarterly
	Contact list of relevant parties.	183 contacts	Ongoing
<b>Evaluation Plan</b>	<p>Capturing learnings via daily journal and monthly updates. Theory of Change in the works as framework, looking for outside evaluator to conduct pre/post and gather stats and stories along the way.</p> <p>Theory of Change in development. Pre post and test draft.</p>	<p>Outcome mapping potential UCN may run a workshop in April, emergent design and other methods to capture learnings.</p> <p>Will work with 15 submission cohort to work on collaborative evaluation tool.</p>	In Progress
<b>Messaging and Communication</b>	<p>Denise messaging and communications plan.</p> <p>Ongoing communication with Town A CAO Community communication through email campaign. Video update.</p>	<p>Focus on sharing stories of what we have in place right now, lots happening.</p> <p>‘make shiFt happen’ tagline Tri-pie peace sign symbolizes tri-community</p> <p>Considering sending out monthly updates to mail list and/or quarterly reports.</p>	In Progress

B. Invitation

## An Invitation to *Get Involved*

### Background

The Pas has been awarded a Federal Government grant from Public Safety – Crime Prevention. The goals are to 1. Discover and assess community resources, 2. Explore the opportunities and 3. Create a Safe Community Strategy. You have hands on experience, understanding and trusted relationships with specific community populations making it much easier to have meaningful dialogue and to take well-informed action. We want to work together because you are making a difference!



For more information call Karen Driedger at 204.624.5050 or cell 403.797.2155  
(Spotty cell coverage, please call the landline if you don't hear back.)

RSVP Karen via email at [karendriedger@gmail.com](mailto:karendriedger@gmail.com) by midnight, March 23, 2020

**We are making shiFt happen!**

C. Invitation Checklist - Shared

#	Contact	Idea to grow new or existing	Who will you collaborate with	How it fits into overall vision and community well-being	Funding desired	How you evaluate and collect learnings
1.	Dave Brauer Oscar's Place Homeless Shelter	2Ideas 1.Case workers  2.Capital project open space, 8 doors	1.Trained staff  2.Local businesses	1.Create spaces for life skills training, washroom access, counselling rooms, multi- purpose rooms to meet with other support agencies	1. \$23,000 2. \$16,000	Maintain a log, receive feed- back; Feedback from staff and partners
2.	Doug Bartlett Friendship Centre (SUOP)	Camera system	Buy local	Safety of everyone in shelter. Support expectations of clients.	\$9,500	Video monitoring, incident report
3.	Cheryl Antonio 4H	Helping Hands 4H – variety of events for public, seniors and youth	Arts Council, Kin centre	Providing healthy living through positive activity	No amount stated	Many ways, attendance, verbally, observation
4.	Sharain Jones Museum	Art workshops off site. Presentations, events, workshops offsite.	Family Resource Centre, Aurora House	Encouraging participants to see the museum and how collection can be used by general public. Offsite events open museum to those not comfortable going to museum.	\$10,000	Number of participants, comments during and after
5.	Jackie Rechenmacher Community Development Corporation	Business storefront revitalization	Local businesses	First impressions, investment	\$7,000	Photos before and after, owner interviews pre and post

The Pas and Area Crime Prevention – Annual Report Year 1: January 2020 – March 2020

6.	Barb McLeod – Scott Bateman Middle School, Guidance Counsellor	<p>2Initiatives</p> <p>1.Skatepark graffiti paint-up – maintain graffiti free space</p> <p>2.Middle School poster contest G6-8 depicting community wellness and safe communities</p>	<p>1.Town of The Pas and SBMS</p> <p>2.Art classes integrate wellness and community. Display in community locations i.e. Grub Box, Wellness Centre, Malls</p>	<p>1.Facilitate learning and understanding of the importance of community</p> <p>2.Posters provide a positive glimpse to community of well and safe from eyes of youth, enhance one’s overall feeling about the community we live in. Contributes to ‘enthusiastic school community’.</p>	<p>1. \$500</p> <p>2. \$320</p>	<p>1.Community Connector stats on violations and photos, regular meetings with SBMS and Town.</p> <p>2.O Times pictures, interview winners</p>
7.	Brittany Curran – Kelsey School Division Social work G6-12	<p>6Initiatives G6-12</p> <p>1.Mentorship program – high school females matched with middle school females</p> <p>2.Brown Bag Project – students put messages on brown bags from MLBB</p> <p>3.Graffiti Project – community clean up, graffiti, area by train</p>	<p>1.MBCI, Mary Duncan, Scott Bateman</p> <p>2.Liquor store</p> <p>3.Mary Duncan</p> <p>4.Every school in KSD, RCMP, ambulance, firefighter, corrections worker,</p>	<p>1.Build a sense of belonging and stronger relationships</p> <p>2.Means to address crimes, impact people buying liquor</p> <p>3.Students to take pride in community</p> <p>4.Understand impact of crime and professional helpers involved with aftermath of crime. Promote inspiration for careers.</p>	<p>1. \$850</p> <p>2. \$500</p> <p>3. \$600</p> <p>4. \$0</p> <p>5. \$3400</p> <p>6. TBD</p>	<p>1.Pictures, quotes stories from students</p> <p>2.Stats on number of bags, student experiences, pictures</p> <p>3.Pictures, quotes from students</p> <p>4.Pictures, quotes from students,</p>

The Pas and Area Crime Prevention – Annual Report Year 1: January 2020 – March 2020

		<p>tracks by OCN bridge once a month</p> <p>4.Q&amp;A Assembly – reps from organizations share experiences, issues.</p> <p>5.People of The Pas Project – students take pictures and interview unsung heroes, workers from homeless shelter, etc. showing positive aspects</p> <p>6.Outreach Program -person 1-2 times a week in evenings to work with youth, activities, safe rides</p>	<p>transitional home worker</p> <p>5.Mary Duncan students, Unsung heroes</p> <p>6.KSD</p>	<p>5.Potential MD course linked to Graffiti project, taking pictures, linked on KSD website, Facebook, O times</p> <p>6.Something for youth to do rather than vandalise/ gang, drugs</p>		<p>questions asked.</p> <p>5.Sending completed interviews, pics.</p> <p>6.Stats attending, stories, quotes, pictures</p>
8.	Merilee Hamilton – High School Guidance Counsellor, Kelsey School Division	Indigenous programming in schools, Cultural Liaison, Tipi classroom, cultural teacher/elder	Elders, indigenous teachers, schools	Positive activities for students to make them feel more connected to their peers, school and community, decreasing negative activities.	Liaison option \$30,000. Monthly activities option \$10,000. Scaled down/partnership \$5000	Number participating, pictures, responses of participants.
9.	Emma Halpin Kelsey School	5Initiatives for K-5	1.Youth resources,	Involving children in activities in a barrier-free	1.Looking into cost, wage for	1.Number of participants

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<p>Division Social worker K-5</p>	<p>1. Form Boys and Girls Club</p> <p>2. Continue to fund Free swim/skate/ gym nights for all youth</p> <p>3. Train more teachers in PATHs</p> <p>4. “Who keeps us Safe?” Career spotlight</p> <p>5. “What are my Rights?” School Activities</p>	<p>Action Centre, X-Roads, community nights at Kelsey school.</p> <p>2. Town of The Pas. RCMP, Fire, Medical, Shelter workers, PHC. UNICEF, UN.</p> <p>3. KSD</p> <p>4. RCMP, fire, EMS, doctor, nurse, shelter worker, primary care, social worker</p>	<p>manner will help kids to be community minded in a healthy way.</p> <p>3. Program used in high-risk schools to decrease violent behaviour. <a href="https://pathsprogram.com/">https://pathsprogram.com/</a></p> <p>4. Once a month presentation on their jobs, great opportunity to connect with students or encourage dialogue with older students.</p> <p>5. Many kids do not realize they are protected by several guidelines and rights through the United Nations. I propose we take this learning and implement the lessons on our schools to encourage kids to know what they are capable of.</p>	<p>facilitator and cost for activities</p> <p>2. Hourly rates at pool/gym (Pool \$140/hr, arena \$87/hr, gym \$65/hr)</p> <p>3. \$5000 plus travel/ accommodation meals per teacher</p> <p>4. Free or minimal</p> <p>5. Supplies, variety</p>	<p>and volunteers. Quantitative data re surveys</p> <p>2. Numbers. RCMP stats com organizations re: crime rates</p> <p>3. Willingness of student participation, increase of parental contact, questionnaire</p> <p>4. Student knowledge, observation of student interest, more positive adult contact in school</p> <p>5. Encourage increased understanding of laws,</p>
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The Pas and Area Crime Prevention – Annual Report Year 1: January 2020 – March 2020

						increased involvement and interest of students
10.	Chris Palan – University College of the North, Law Enforcement Instructor	Crime Stoppers in Northern Manitoba	Town halls, service clubs, health centres, band councils, schools	Research report 2019 – Improving Community Wellness in Northern MB as a tool for improving com wellness.	\$8230	Onsite feedback forms, MB Crime Stoppers Statistics.
11.	Karen Driedger fourward thinking	From the Shadows Public art instillation	Patrons of Soup Kitchen and Oscar’s place, businesses	Build empathy through art, activate youth and street patrons to build self-worth.	\$1400	Impact statements youth, patrons, community members, pictures, O times story
12.	Kayla Hanke – Northern Regional Health Authority Mental Health  Marianne Curran - CMH Community Mental Health	3 ideas 1.Housing for homeless, using housing coordinator for Town. 2 <sup>nd</sup> stage psychosocial rehab housing.  2.Hero club (Dauphin, Russel, Swan, Roblin) social, recreation, education employment	1.Town housing coordinator 2.Social, rec, education, employment  Community Mental Health Association	Transitional housing, hero club, paid work, all as a model to make community safer by integrating homeless people back into society.  Hero club: community based resources for individuals recovering from mental health issues. They are peer led and rehab focused.	Hero club - \$20,000	Evaluation will be done.

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		together. Supportive environment for people to socialize and learn necessary life skills to help succeed.  3.Paying homeless to clean up town (link with Hero club)		Each club has support from mental health professionals and local organizations. The programs provide support groups, skill building, group therapy, psycho-education, and socialization in a safe space.		
13.	Elsie Reid, Paulette Aamot, Linda Buchanan COPPs	COPP – find safe places for ‘travelers’ to reside, skill development as well. Bell Hotel in Winnipeg idea	Chamber/ businesses	Make residents feel safe going to bank, post office, reduce number of confrontations.	Nothing specified	Document suspicious activity, report to RCMP, send hours in to MPI (funders)
14.	Jerome Conaty North Forge North	2Ideas 1.Youth focus on activities/community places i.e. Skatepark.  2.Youth downtown maker space	North Forge North, Skatepark, youth		Nothing specified	
15.	Desarae Lambert Community Renewal Corp	Community Ambassador Program	Oscar’s Place, Soup kitchen, Chaplaincy, UCN Law Enforcement students, etc.	Linkages – people on the streets to build relationships with transient population and community, increase safety, provide referrals and assistance.	\$30,000	Surveys, etc.
		(29)				

- D. Letters of Support  
a. Town of The Pas Mayor



April 19, 2020

Public Safety Canada, Crime Prevention Program  
Attention: Deidra Longley, Regional Program Officer  
600 363 Broadway  
Winnipeg, MB R3C 3N9

**RE: Crime Prevention: Community Readiness And Mobilization Initiative**

To whom it may concern,

I would like to forward my support for the ongoing Crime Prevention: Community readiness and mobilization initiative for which the Town of The Pas was awarded grant funding. We contracted Karen Driedger (4 Excellence ~ fourward thinking) to coordinate this project. The activities to date have engaged community extensively and are encouraging. As a Town we continue to deal with a range of challenges and issues, some of which are being addressed by this worthwhile process.

In a short time, Karen has made valuable connections across the tri-communities and sectors, providing insight using a collaborative, inclusive approach. We are very much looking forward to the continuation, impact and ultimate presentation of findings. Actions to date are moving us to a more connected, welcoming and safer region.

Our goal is to provide citizens with the highest quality of life possible while encouraging businesses and visitors to come to our region. This initiative, combined with existing efforts, will help to fulfill our mandate into the future.

Sincerely,

A handwritten signature in blue ink, appearing to read "Herb Jaques". The signature is stylized and somewhat abstract, with a large loop at the end.

Herb Jaques, Mayor  
Town of The Pas

b. RM of Kelsey Reeve



RURAL MUNICIPALITY OF  
**KELSEY**

P.O. Box 578, 264 Fischer Avenue  
The Pas, MB R9A 1K6  
Phone: (204) 623-7474 or  
Toll free: 1-888-535-7391  
Fax: (204) 623-4546  
Email: [rmkelsey@mymts.net](mailto:rmkelsey@mymts.net)

April 19, 2020

To: Public Safety Canada, Crime Prevention Program

Attention: Deidra Longley, Regional Program Officer

From: Rod Berezowecki, Reeve, RM of Kelsey

To whom it may concern,

The Town of The Pas received a grant focused on crime prevention and I'm glad we've been included in the process. I'd like to express our interest and support. Karen has met with a range of people in the region and has opened the door for ongoing collaboration.

The RM is not directly impacted by crime in the community however, we see value in working together to ensure safe places especially for our young people to attend school, work and play and for the significant number of our residents that work in town. We are all connected.

Discussion of Karen linking with the tri-community council and the RM are positive for the future of our area. We'd like to continue working together and see value in how this project is moving ahead. Thanks for funding crime prevention in our area.

Regards,

Rod Berezowecki, Reeve

RM of Kelsey

# APPENDIX E:

- Oscar's Place Survey Executive Summary
- Link to the full Oscar's Place Survey Report:  
<http://fourward.ca/Oscar's%20Place%20Survey%20Summary%20FINAL%202.0.pdf>

## What has happened since the survey went out?

- Oscar's Place has extended hours from 11:00 am to 5:00 pm, they are in discussion with the Salvation Army to take on management, clients collect garbage with COPPs, and they have an odd job crew.
- The Town of The Pas met with Swampy Cree Tribal Council to discuss transient and homeless members coming to The Pas. SCTC is putting together a working group to address the issue.



## Oscar's Place Survey Report – Executive Summary

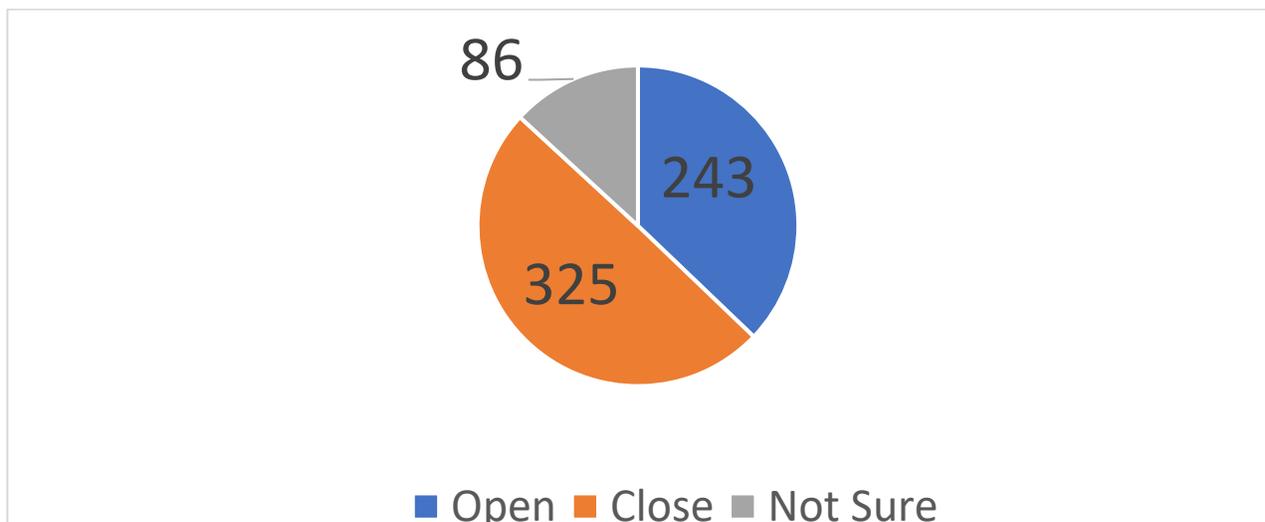
August 2020

The purpose of this survey is, in part, to inform the Crime Prevention: Community Capacity and Mobilization Initiative known as 'Make Shift Happen.' It is one piece of the larger assessment that will be used together with numerous resources, consultations, interviews and research to develop an overall tri-community crime prevention strategy. A convenience sample was used, the results cannot be generalized to the entire population. For details on design, methodology and analysis please refer to the full report.

657 surveys were collected, 5.5% of the area's population, 8.3% of the Town of The Pas population (based on Manitoba Health Population Report: June 1, 2016).

## OPEN OR CLOSE OSCAR'S PLACE?

- Survey respondents are divided in terms of why they do (50%) or don't (37%) want Oscar's Place to close. A majority suggest it should be closed, however 13% remain undecided.
- There are similarities in comments between those who want to keep it open and those who want it closed in terms of what they view as the (1) underlying causes and their (2) potential suggestions.
- When all categorized comments are combined there is greater clarity.
- When all comments are combined, the top four **underlying causes** of the many and differing issues with Oscar's place become clearer:
  - a. *The increasing number of visitors that Oscar's Place attracts from communities outside the Pas are increasing demands.*
  - b. *This is an issue of untreated, complex addictions.*
  - c. *There is a lack of programs and services to address underlying issues e.g. day programs, counselling, affordable housing, jobs.*
  - d. *Oscar's Place is not functioning as originally intended.*
  - e. When all comments were combined for "suggested solutions", the significant finding was:
    - **Respond to the complexity.**

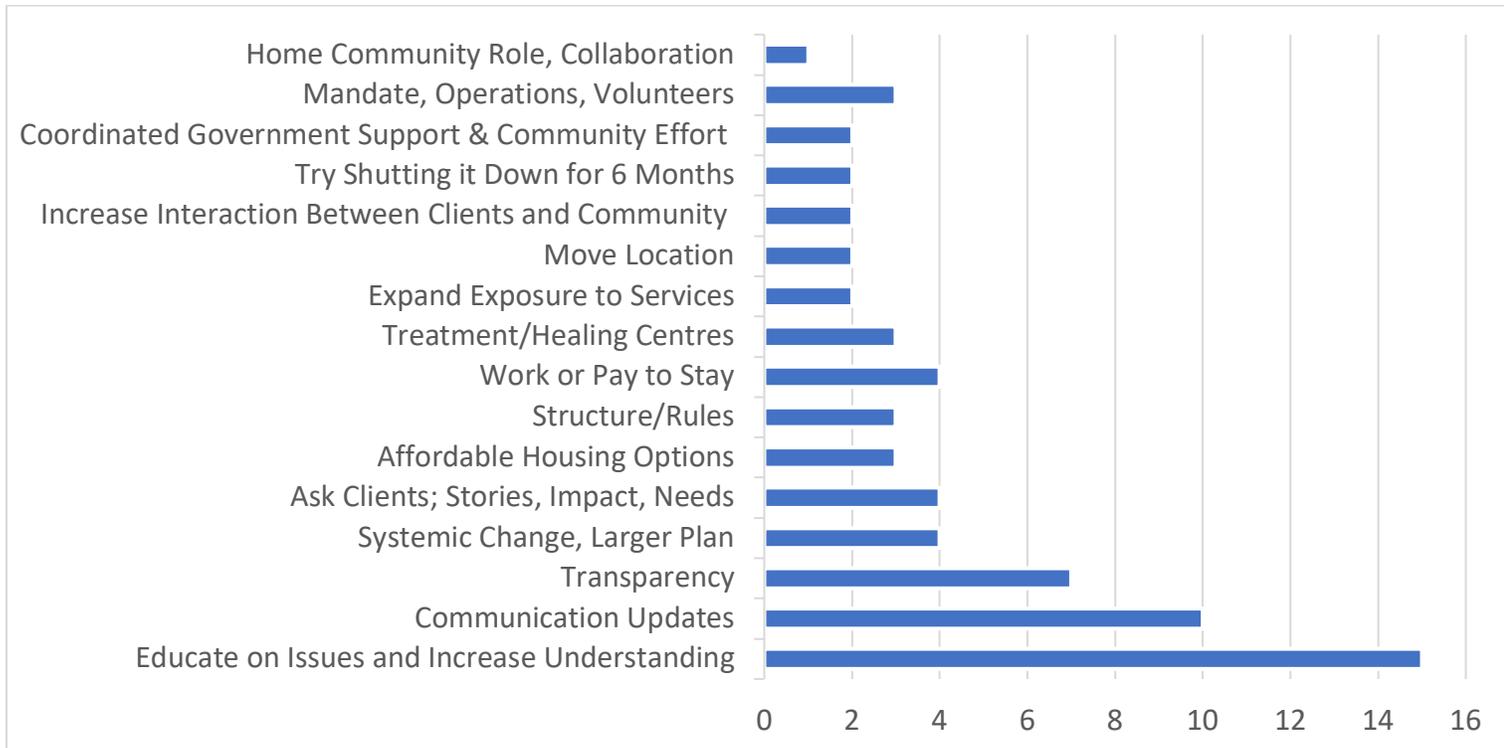


## What information do you need?

There is a lack of awareness and understanding of Oscar's Place. Respondents are concerned about a lack of transparency citing a lack of public communication and information sharing. Other questions are related to:

- collaboration with other service agencies, other local action and long-term plans
- potential alternatives focused on systemic issues
- home community support and reintegration
- education regarding homelessness and transient populations and underlying causes

Participants want to find solutions by learning from other communities that have successfully dealt with the issue. Other **suggested solutions** can be seen on the chart below.



## What changes are needed?

A combination of changes related to larger social issues and those specific to Oscar's Place suggests:

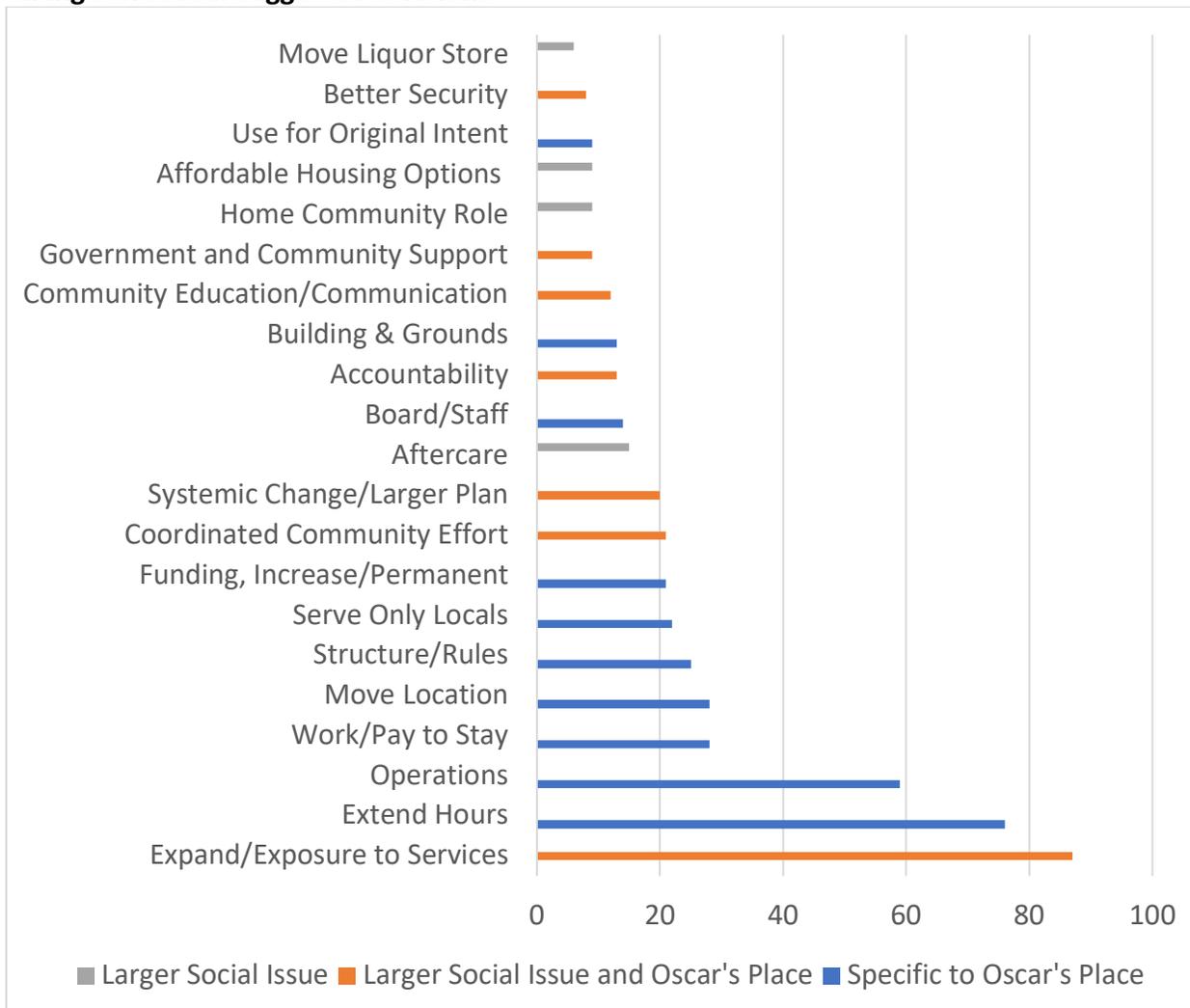
- Respond to the complexity of the underlying causes with an expansion of services and/or coordinated referrals, integrated services, aftercare and transitional services, affordable housing, treatment centres, focus on education, communication and accountability.*
- Address homelessness through a coordinated response from a social, health, and housing perspective.*
- The role and responsibility of home communities is imperative with reintegration back to home communities seen as "high priority".*

More specific to Oscar's Place:

- Extend Oscar's Place hours to provide a place for individuals to go during the day*
- Improve or change the operations of Oscar's Place*
- Work/pay to stay, client accountability and responsibility*
- Move location away from the downtown core*
- Serve only local people*
- Use Oscar's Place for its original intent*
- Revisit Board structure and directors to ensure more engagement and ownership for its success*
- Provide more and permanent funding for increased services, more and better-trained staff, programs*

Sentiments shared throughout responses included a sense of hopelessness, “no hope”, not knowing how to address the issue, “I don’t know, there is no easy answer,” and the desire to go beyond “band aid” solutions.

### Changes Needed: Suggested Solutions



### Values

- While there is anger and frustration in evidence, there are also many respondents who convey kindness, compassion, and an understanding that this is about broader issues and underlying causes that will require community engagement, collaboration, and cross-sectoral initiatives to resolve.
- There is a general understanding of the complexity of the issue of Oscar’s Place. However, that complexity has contributed to frustration as there isn’t a collective vision or coordinated effort for the future.
- While there are indications that people want to contribute to fixing the issues, there is also acknowledgement that this needs to be about having a broader view of the current situation rather than blaming Oscar's Place or "outsiders". As one respondent put it, “...We are all outsiders unless we are Swampy Cree, Metis, or Ojibway...they were here long before the buildings and bridge existed. Instead of continued relocations, how about...living with and caring for each other in the North?”
- It is generally acknowledged that wherever possible the Town of The Pas, RM of Kelsey, and OCN will need to be involved in generating shared solutions.

Please refer to the final report for a complete summary of the survey including options for moving forward.

To view the Final Report visit:

<http://fourward.ca/Oscar's%20Place%20Survey%20Summary%20FINAL%202.0.pdf>

# APPENDIX F:

- Feature Friday Views
- Denise Duncan March, 2021

## Make Shift Happen Facebook Page

	Feature Friday Story		Date Posted	Views	Shares
1	Shawnie	Ballantyne	July 3, 2020	5514	43
2	Kyrsten	Wilkinson	July 10, 2020	4251	17
3	Raven	Richards	July 17, 2020	9455	75
4	Kerry	Midford	July 24, 2020	2761	14
5	Devyn	Rusk	July 31, 2020	7025	41
6	Alyissa	Whitehead	August 7, 2020	8548	73
7	Zacc	Harris	August 14, 2020	22,967	187
8	Tyler	Tobacco	August 21, 2020	11,004	67
9	Kalene	Yanchycki	August 28, 2020	3827	18
10	Nicole	Tornquist	Sept. 4, 2020	5518	29
11	Canadian Mental Health		Sept. 10, 2020	409	1
12	Christian	Sinclair	Sept. 11, 2020	33,032	324
13	Sophia	Personius	Sept. 18, 2020	3108	18
14	Chris	Pallan	Sept. 25, 2020	3678	26
15	Kendara	Ballantyne	Oct. 2, 2020	55,877	608
16	Sam Waller Museum		October 9, 2020	527	1
17	Jim	Simes	Oct. 11, 2020	635	0
18	Louise	Loewen	Oct. 16, 2020	4704	33
19	Round the Bend Farm		Oct. 18, 2020	1104	3
20	Sara	Francoeur	Oct. 23, 2020	4188	21
21	The Pas Handi Van		Oct. 28, 2020	571	2
22	Paulene	Ballantyne	Oct. 30, 2020	2892	20
23	We are a Team - Harm Reduction Hope North		Nov. 2, 2020	292	0
24	Citizens on Patrol COPP		Nov. 4, 2020	568	1
25	Rhonda	Head	Nov. 6, 2020	3145	19
26	Bonnie	Meadows	Nov. 8, 2020	2726	13
27	Round the Bend Farm		Nov. 11, 2020	813	3
28	Agnes	Pronteau	Nov. 13, 2020	9070	98
29	Mino Pimatisiwen		Nov. 18, 2020	321	1
30	Dean	Zorn	Nov. 20, 2020	6983	47
31	Andrew	Legeny	Nov. 27, 2020	2222	9
32	Sarah	Linklater	Dec. 4, 2020	2009	7
33	Al & Johanna	McLauchlan	Dec. 11, 2020	1716	10
34	Brent	LeMieux	Dec. 18, 2020	1623	5
35	Renee	Kastrukoff	Jan. 8, 2021	7064	38
36	Sonny	Lavallee	Jan. 15, 2021	2,619	19
37	Greg	Personius	Jan. 22, 2021	6119	35
38	The Pas Rotarians		Jan. 29, 2021	627	1
39	Marcia	Novo	Feb. 5, 2021	4082	27
40	Crystal	Krost	Feb. 12, 2021	1297	4
41	Judy	Mayer	Feb. 19, 2021	4025	25
42	Dr. Sandy	Banks	Feb. 26, 2021	6857	96
43	Andre	Brandt	March 5, 2021	7231	41
44	Kimberley Dawn	Nikoychuk	March 12, 2021	1324	5
45	Davide	Novo	March 19, 2021	1799	11

46	Danielle	Geddes	March 26, 2021	906	4
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# APPENDIX G:

- Exploring Crime Prevention Strategies ppt
- Amanda Scott September, 2020



# Crime Prevention Strategies

Prepared by: Amanda Scott

August 2020

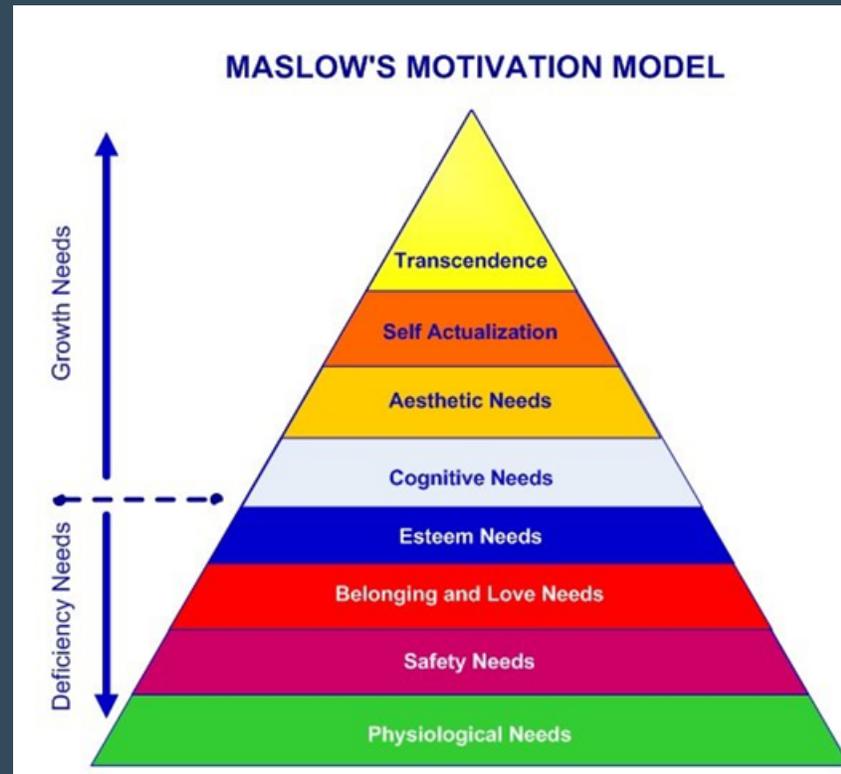


Be The Light

Thomas Rhett

<https://youtu.be/oqFMoixtQ3g>

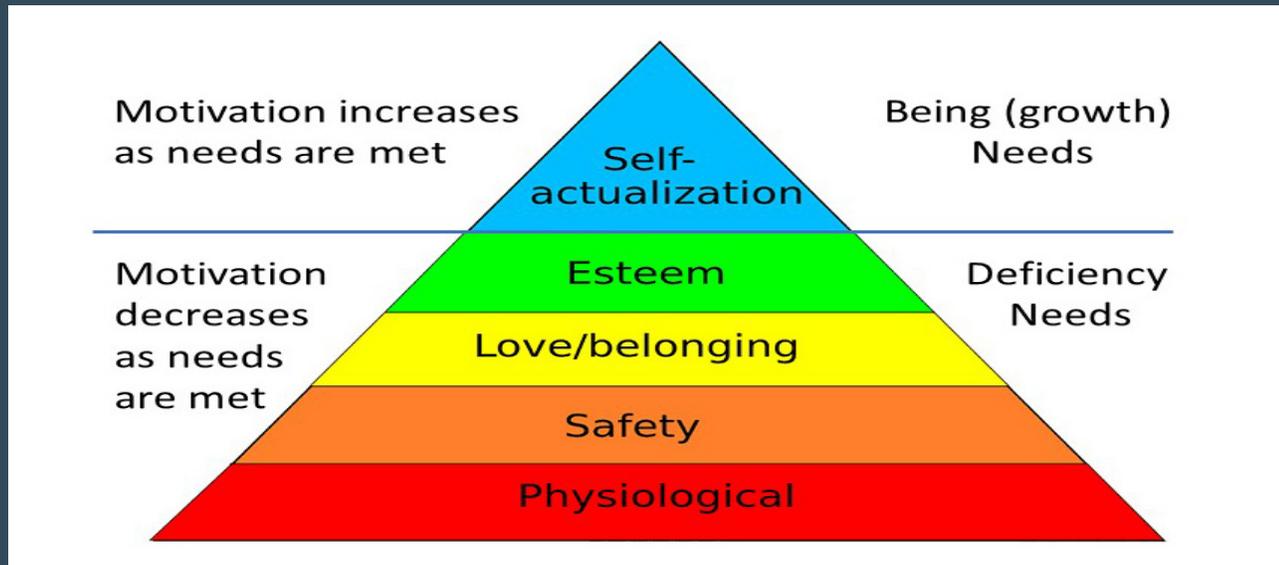
One needs to feel a reason to wake up in the morning and have a reason to **Make Shift Happen**. This is why we need to incorporate Hierarchy. Maslow's Hierarchy demonstrates the motivation model outlining our deficiency or deprivation needs ("D-needs") in that their lack of satisfaction causes a deficiency that motivates people to meet these needs. Physiological needs, the lowest level on the hierarchy, include necessities such as air, food, and water. These tend to be satisfied for most people, but they become predominant when unmet. While the top level of the pyramid is considered growth needs. The lower level needs must be satisfied before higher-order needs can influence behavior.



<https://www.learning-theories.com/maslows-hierarchy-of-needs>.

McLeod, S. A. (2020, March 20). *Maslow's hierarchy of needs*. Simply Psychology. <https://www.simplypsychology.org/maslow.html>

1. *Biological and physiological needs* - air, food, drink, shelter, warmth, sex, sleep, etc.
2. *Safety needs* - protection from elements, security, order, law, stability, freedom from fear.
3. *Love and belongingness needs* - friendship, intimacy, trust, and acceptance, receiving and giving affection and love. Affiliating, being part of a group (family, friends, work).
4. *Esteem needs* - which Maslow classified into two categories: (i) esteem for oneself (dignity, achievement, mastery, independence) and (ii) the desire for reputation or respect from others (e.g., status, prestige).
5. *Cognitive needs* - knowledge and understanding, curiosity, exploration, need for meaning and predictability.
6. *Aesthetic needs* - appreciation and search for beauty, balance, form, etc.
7. *Self-actualization needs* - realizing personal potential, self-fulfillment, seeking personal growth and peak experiences. A desire “to become everything one is capable of becoming”(Maslow, 1987, p. 64).
8. *Transcendence needs* - A person is motivated by values which transcend beyond the personal self (e.g., mystical experiences and certain experiences with nature, aesthetic experiences, sexual experiences, service to others, the pursuit of science, religious faith, etc.).



# So How Can We Meet These Needs For The Vulnerable?

From our point of view, effective care means taking a more holistic approach, one that blends social connectedness with spirituality to care for vulnerable populations.

These programs value respect for personal dignity, autonomy and access to the general community, putting as much weight on these needs as on Maslow's first-tier needs, such as number of people served, meals eaten, and transportation and housing provided.

This approach is far more effective because it helps people become a part of a community. When people feel they are connected and not alone, research shows they have a greater sense of well-being and are better able to weather negative life events. In fact, there is empirical evidence that the need to belong is a fundamental human motivation. Belonging is a psychological lever that has broad consequences for people's interests, motivation, health and happiness.

**INCREASE SENSE OF COMMUNITY**



**"There is no  
power for change  
greater than a  
community  
discovering what  
it cares about."**

**MARGARET J. WHEATLEY**

# COMMUNITY PROGRAMING

Skills-oriented **programs** are among the most **effective** general strategies for reducing **youth violence** and risk factors for **youth violence**. In fact, **two** universal **programs** that take this approach have met the **criteria** for a Model **program**: Life Skills Training and the Midwestern **Prevention Project**.”



<https://www.youtube.com/watch?v=XVUfDHEUKg0>

provided opportunities for constructive activities, contributions to the community, relationship and interpersonal skill development, informal social control, exploring cognitive and behavioral competence, and improved nutrition. Community gardens promoted developmental assets for involved youth while improving their access to and consumption of healthy foods



Community gardens are one way that residents have mobilized to beautify urban neighborhoods, improve access to fresh produce, and engage youth

# Community Gardens

opening of a community garden has a statistically significant positive impact on residential properties within 1000 feet of the garden, and that the impact increases over time. We find that gardens have the greatest impact in the most disadvantaged neighborhoods

gardens give rise to a range of social processes, including social connections, reciprocity, mutual trust, collective decision-making, civic engagement and community building, all important processes associated with improving individual health and strengthening neighborhoods

Community gardens are collaborative projects on shared open spaces where participants share in the maintenance and products of the garden, including healthful and affordable fresh fruits and vegetables.

Gardens may offer physical and mental health benefits by providing opportunities to

- Eat healthy fresh fruits and vegetables.
- Engage in physical activity, skill building, and creating green space.
- Beautify vacant lots.
- Revitalize communities in industrial areas.
- Revive and beautify public parks.
- Create green rooftops.
- Decrease violence in some neighborhoods, and improve social well-being through strengthening social connections.

An illustration of several hands of different colors (brown, orange, yellow, teal, red) raised in the air, symbolizing diversity and unity. The hands are stylized with simple outlines and are set against a white background.

POWER IS THE ABILITY TO DO  
GOOD THINGS FOR OTHERS

*Brooke Astor*

# Mural Programs

The Council shall provide information, education, and legislative assistance to help communities develop effective policies and comprehensive programs that prevent graffiti vandalism.

To fulfill its purpose, the Council will conduct research; gather and evaluate information; develop comprehensive strategies, policies, and programs; and provide implementation assistance designed to eliminate graffiti vandalism and promote positive, innovative anti-graffiti strategies for communities.

The Council is a nonprofit corporation whose primary goal is to prevent graffiti vandalism and provide creative solutions that promote graffiti-free communities. The Council is funded by the aerosol coatings industry concerned about the negative impact of graffiti vandalism on America's communities.



### July 2019 – Jersey City, New Jersey – Street Art Thrives in Jersey City

Two new massive murals on Summit Avenue are the latest additions to the city by the Jersey City Mural Arts Program. The city currently has around 130 murals painted by local, national, and international street artists. Each mural is unique and individually speaks to the community, tells the history of the city, and reflects the culture of Jersey City's varied neighborhoods. The city's mural arts program started in 2012 as an offshoot of a larger, city-wide anti-graffiti program. Since then, it has blossomed into a greater initiative that continues to deter graffiti vandalism and encourage local artists to get involved in the community in a positive way. The program is led by a team of managers, artists, and administrators in the mayor's office, the Department of Cultural Affairs, and the Department of Public Works, who work directly with neighborhood groups, educational institutions, small businesses, and private property owners to select ideal locations, artists, and content for the murals. The city has no intention of slowing down the proliferation of public art, either, as a dozen murals have already been commissioned to be painted over the next year.

**Source: Hudson Reporter**

### July 2019 – Missoula, Montana – Students Paint a New Mural to Combat Graffiti

Local students are spending some of their summer vacation helping paint a new mural in downtown Missoula. The Flagship Program developed this mural arts project in coordination with the Missoula Parking Commission, Ace Hardware, and the Missoula Public Art Committee. The mural, which depicts ages of geologic history, is located in an area that frequently gets tagged with graffiti vandalism. The organizations commissioned this mural project in an effort to combat graffiti vandalism by beautifying the public space and supporting the community.

**Source: ABC Fox Montana**

## Enhanced Community Capacity

We commit to deliver services that respond to changing needs and demonstrate best possible outcomes. We foster community participation, collaboration, and action

# COMMUNITY BRIDGE PROGRAMS

## OUR MISSION

To provide education, support and professional counselling programs to individuals and families to build and sustain more positive futures.

<http://communitybridge.ca/>

### BABY'S BEST CHANCE PREGNANCY OUTREACH

The Baby's Best Chance Pregnancy Outreach Program is a province-wide program that provides services for pregnant women and teens with lifestyle challenges or at risk of having at risk of having low birth weight babies. Services are offered in Fort St. John and Dawson Creek.

[learn more »](#)

### COMMUNITY BASED VICTIM SERVICES

The Community Based Victim Services program offers emotional support, court preparation and accompaniment, and assistance in completion of forms to women, children, and men in the Fort St John area who have been victims of sexual and/or violent crimes.

[learn more »](#)

### DADDY & ME PROGRAM

FREE Activities for children aged 0-6 and their dads, grandpas, uncles & caregivers.

[learn more »](#)

### DOMESTIC PEACE PROGRAM

This program is for parents/caregivers and their children who have become involved with MCFD child protective services due to the unhealthy or controlling behaviours they are using or experiencing in their family relationships.

[learn more »](#)

### FAMILY ADVANCEMENT

This is a free counselling service for children/adolescents age 3-19 and their families for anxiety, behaviour problems, grief and loss issues, anger management and relationship and communication problems.

[learn more »](#)

### FAMILY PRESERVATION

The Family Preservation program provides support to children and families in Fort St John, Dawson Creek and areas who are referred by the Ministry for Children and Family Development.

[learn more »](#)

### FOSTER PARENT RECRUITMENT, RETENTION AND SUPPORT

The Foster Parent Support program is dedicated to providing support for foster parents.

[learn more »](#)

### HOMELESSNESS PREVENTION PROGRAM

This program provides services to help people who are living in absolute homelessness, hidden homelessness (temporary housing), or who are at-risk of homelessness (temporarily housed, couch surfing, or soon to be evicted). We aim to connect clients with housing options and the support needed to help them move up through the housing continuum.

[learn more »](#)

### MEAOPE TRANSITION HOUSE

The Meaope Transition House program provides safe shelter, meals, and short-term support to women and their children who are experiencing family violence, personal crisis, or are at risk due to homelessness.

[learn more »](#)

### MOTHER GOOSE PROGRAM

This program offers a group experience for parents and their infants and/or toddlers, focusing on personal interaction through rhymes, stories, and song. Parents gain skills and confidence which can enable them to create positive family patterns during their child's crucial early years. Children benefit from healthy early experiences with language and communication.

[learn more »](#)

### PEACE PROGRAM FOR CHILDREN AND YOUTH EXPERIENCING VIOLENCE

The PEACE Program for Children and Youth Experiencing Violence program provides individual and group counselling for children 3 – 18 years of age who have experienced or witnessed violence, threats, or abuse in the home.

[learn more »](#)

### SEXUAL ABUSE INTERVENTION

The Sexual Abuse Intervention Program provides services to children and youth who have been victims of sexual abuse.

[learn more »](#)

### STRENGTHENING FAMILIES PROGRAM

The Strengthening Families program is a free 14 week multi-cultural family skills training program for families with children aged 6-12 years old. Parenting skills are enhanced so that parents are able to meet the needs of their children and improve sibling, parental, and family relationships.

[learn more »](#)

### SUPPORTED INDEPENDENT LIVING PROGRAM FOR YOUTH

The Supported Independent Living program assists youth in Fort St John and Dawson Creek to become independent during the transition into adulthood.

[learn more »](#)

### TEACHING HOME SUPPORT

The Teaching Home Support program provides household management as well as training in household management when needed. The program serves families referred by the Ministry for Children and Family Development in the Fort St. John, Dawson Creek, Chetwynd and Tumbler Ridge areas.

[learn more »](#)

### WOMEN'S COUNSELLING (STOPPING THE VIOLENCE)

This Women's Counselling program provides counselling for women ages 19+, in Fort St John and area, who have experienced sexual assault, any form of violence or abuse in a relationship, child abuse, and/or childhood violence.

[learn more »](#)

### WOMEN'S OUTREACH

The Women's Outreach program provides emotional support and practical assistance to women in the Fort St John area who have experienced violence, abuse, or threats within the previous 6 months.

[learn more »](#)

### YOUTH FORT ST. JOHN (YFSJ)

This program provides positive role models for youth through facilitated group and individual activities designed to enhance the youth's social and emotional life skills and improve the quality of their relationships at home, at school, at work and in the community.

[learn more »](#)

### YOUTH JUSTICE ACT

This program provides individual, family, and group counselling for youth in the Fort St John and Dawson Creek areas who are involved in the Criminal Justice System.

[learn more »](#)

ctrl+click to follow the link

**Statement of Principles**

June 25, 2020

**Solidarity with those in the fight  
against systemic racism and injustice**

The John Howard Society of Manitoba stands in solidarity with people around the world who are standing up to fight systemic racism and police brutality, and affirms the lives of Black and Indigenous people, both here in Manitoba and elsewhere.

We believe all participants in the justice system—and every individual in the rich social fabric of our community—should be treated with humanity and dignity.

We will all be safer if we address the root causes of crime, including poverty, homelessness, addictions and mental health needs.

We will all be safer if we work to eradicate racism and bias in all areas of the justice system, including policing.

We are deeply committed to upholding diversity and human rights at every level of our organization, and we are committed to positive reform.

Zilla Jones (secretary) and Ken Friesen (chair)

*On behalf of the Board of Directors*  
The John Howard Society of Manitoba  
583 Ellice Avenue  
Winnipeg MB R3B 1Z7  
204-775-1514  
office@johnhoward.mb.ca

The John Howard Society of Manitoba stands in solidarity with people around the world who are standing up to fight systemic racism and police brutality, and affirms the lives of Black and Indigenous people, both here in Manitoba and elsewhere.

<http://johnhoward.mb.ca/>

We offer continuous support as they re-establish and maintain their roles as workers, students, parents, and community members. We are a one-stop shop for men involved in the justice system in Manitoba. We assist with individual community referrals, programming and support.

# Summary of our Services

- ❖ We offer clothing and hygiene items, available to clients who need them
- ❖ providing information and community resource referrals for clients.
  - Provide assistance with Birth Certificate (note: some restrictions apply)
  - Employment referrals and resources
  - Plans for education, such as adult learning centres, post-secondary, or other training
  - Referrals to addictions treatment program
  - Finding community supports and resources for family members

## **Our Clients**

Our community clients include people who just got out of jail as well as those who have been out for years. Anybody can use our services as long as they are male who has currently or formerly been involved in the justice system.

# Clothing Closet

“We Fit You Closet,” where clients in the community can visit to pick up clothing. We have mostly casual clothing – t-shirts, jeans, and sweaters – as well as, coats, and winter wear. Work boots are also available, with a letter from an employer stating employment.

We also have hygiene items, which include basic toiletries for individuals that are reintegrating from institution to community

# Programs

All programs are continuous and are offered on a rotation and are FREE of charge.

## **Positive Parenting Program**

The Positive Parenting Program (Triple P) is a preventatively oriented program that aims to promote positive, caring relationships between parents and their children. The program aims to help parents develop effective management strategies for dealing with a variety of childhood behavioural and emotional problems and common developmental issues (Triple P, 2013).

The John Howard Society of Manitoba offers this course to fathers in the community, and it is offered in a group setting.

## **End to Aggression**

End to Aggression is a program designed to help participants avoid further assaultive and/or aggressive behaviour by understanding how the way we think affects how we feel and ultimately affects our actions (Government of Manitoba, 2011).

## **Introduction to Healthy Relationships**

Introduction to Healthy Relationships provides participants with information about healthy relationships, healthy and unhealthy behaviour within relationships, and tools to promote behavioural change. This is an informational program and not a treatment option (Government of Manitoba, 2015).

## **Coming To Terms**

The Coming To Terms (CTT) program provides information to its participants that will assist them in evaluating their use of alcohol and other drugs, and the consequences that it may pose on their lives, as well as the lives around them. It aims to develop self-awareness and progression through the Stages of Change (Manitoba Corrections, 2010).

## **Healing and Harm Reduction Substance Abuse Program**

The John Howard Society of Manitoba is pleased to announce it has received three-year funding from Health Canada's Substance Use and Addictions Program to develop and implement a "Healing and Harm Reduction Substance Abuse Program" in Winnipeg.

## **Indigenous Elder services**

The agency has been approved for funding in the amount of \$476,798 for a period of 39 months to create a new program that includes weekly open support groups, case management, and Indigenous Elder services.

"We expect this program to play a crucial role in the healthy reintegration of formerly incarcerated individuals back into their families and communities," said Sharon Perrault, Acting Executive Director of the John Howard Society of Manitoba.

## **Open-group format**

The open group will rotate through a series of 16 topics related to substance use, trauma, the Indigenous experience, and harm reduction strategies for problematic substance use. The sessions will include information, activities, opportunities for sharing, and Indigenous teachings and ceremonies.

The program addresses the isolation from culture, community and services experienced by Indigenous men due to their trauma and subsequent problems with substance abuse and the law.

### **Culturally-based programming**

“Our goal with this program is to provide culturally-based substance abuse programming that speaks to and is informed by the Indigenous experience,” said Perrault.

Funding includes allocation for evaluation of the program and the creation of program manuals that can be adopted by other agencies.

The program is currently in the development stage. More announcements are forthcoming.

# Things We Offer

- a personal development workbook series, which helps clients improve their literacy skills while at the same time learning about topics of interest, such as parenting, victim awareness, and substance use
- opportunities to improve basic literacy and numeracy skills through one-to-one tutoring sessions with volunteers, inmate peer tutors, and JHS staff
- opportunities to study for the GED or brush up on math, English, sciences and social studies in preparation for a return to school
- referrals to adult literacy programs in the community
- peer tutor training for inmates or bail program residents who are interested in working with and mentoring their lower-literacy peers
- a lending library of fiction, non-fiction and magazines



**IN YOUTH WE LEARN; IN AGE WE UNDERSTAND**

## Addressing Youth Gangs & Violence

Gang-involved youth are considered to be some of the main perpetrators (and victims) of crime and violence, and impose a high burden on society in terms of criminal justice system and other societal costs.

Populations most at risk:

Indigenous Youth

Black Youth

Immigrant Youth

Young Woman

Youth who become involved in gangs often possess a high number of risk factors prior to gang membership.

## **Option I-The Wraparound Approach:**

The Wraparound approach has been implemented in the United States and Canada throughout the 1990s, as well as more recently (Debicki, 2011). Wraparound is an intensive, individualized care management program designed for youth with serious or complex emotional and/or behavioural problems

The Wraparound approach seeks to provide more extensive and proactive contact between the youth, his or her family, and other involved parties (e.g., court counsellor, social worker, etc.). Wraparound is focused on providing a continuum of services and support networks with case management coordination.

A focus on individualized and needs-based care can ensure that the necessary services are identified and accessed to meet the unique needs of each participant

### **Key Implementation Components**

- A collaborative, community-based interagency team designs, implements, and oversees the project. Professionals from at least three of the following partners should be involved: child welfare services, mental health services, substance abuse services, family services, police, school, youth justice system, employment program, community organization (recreational, youth centre). One organization takes the lead in coordinating each individual Wraparound case.
- A formal interagency agreement sets out who the target population for the initiative is; how they will be enrolled in the program; how services will be delivered and paid for; what roles different agencies and individuals will play; and what resources will be committed by various groups. This is commonly referred to as a 'system of care'.
- Care coordinators who are responsible for helping participants create a customized treatment program for guiding youth and their families through the system of care. Care coordinators are usually employees of the lead agency. The care coordinator ensures the mobilization of partners, supervisions and support of workers, and overall project coordination.
- Child and family teams (comprised of family members, paid service providers, and community members such as teachers and mentors) are created for each participant in the program. This team is a group of people – chosen in consultation with the family and connected to them through natural, community, and formal support relationships – who know the youth and his/her complex needs and work in partnership to ensure that the young person's needs in all life domains are addressed with cultural competence. This team develops and implements the plan of care.
- There is an assessment of needs and development of a youth driven comprehensive plan of care, which is updated continually. This plan of care identifies the young person's unique strengths and weaknesses across domains, targets specific goals and proposes action plans. The plan of care addresses the roles of individual team members (young person and family included) in helping achieve the goals.
- To achieve the goal laid out in the Wraparound plan of care, the team develops and implements a customized set of strategies, supports and services based upon availability and existing resources, such as employment support, pro-social activities (sport, music, etc.), school support, personal development (theme-based workshops, self-esteem). The care coordinator assesses the youth and develops and implements each person's intervention plan. This person is trained to coordinate the Wraparound process for a family.

## **Lessons Learned from Wraparound Experiences**

Evaluations suggest a number of lessons learned from the development and implementation phases of the Wraparound approach (Debicki, 2011; Kamradt, 2010; Smith-Moncricieffe, 2013). These include:

- The importance of developing a comprehensive map of community assets;
- The importance of setting realistic expectations for the project;
- The importance of practicing Wraparound and ensuring that service providers understand what this entails;
- Getting access to services in a timely fashion requires relationship-building and persistence;
- A strong system of partnerships is necessary to implement the Wraparound process effectively;
- The community and the partners must work together towards a common goal with each child, youth, adult and their family;
- Facilitators require good clinical teaching or coaching so that they are implementing the model faithfully and effectively; and
- Children, youth, adults and their families must be connected to community groups to help them re-establish positive social networks so they can rebuild a supportive safety net.

## Option II-Gang Reduction Program:

### Theory:

The GRP is a comprehensive, integrated, multifaceted and coordinated approach that outlines the importance of addressing the needs of individual youth and making changes in the families, organizations, and communities. The GRP concentrates on assessing the needs of youth and providing them with individualized support services and suppression by involving their families, local organizations, and their communities.

### Key Implementations:

The GRP consists of five core strategies which originate from integrated and team-oriented problem solving. The fundamental basis of the GRP is that a lack of social opportunities and the degree of social disorganization in a community contribute the youth gang problem.

- Community mobilization – involving the community in responding to the gang problem.
- Social intervention – addressing social deficits and issues, such as mental health issues, family dysfunction, substance abuse, and other factors that will diminish a gang member's ability to disengage from the gang.
- Opportunities provision – engaging gang members in educational and employment opportunities.
- Gang suppression – reducing the ability of gangs to cause harm to the community.
- Organizational change and development – improving the ability of organizations and agencies to respond to gangs.

### Key Findings in the Gang Reduction Program:

- Strong leadership of a site coordinator, close oversight by the National Gang Centre/OJJDP during the strategic planning and implementation phases, and the availability of technical assistance contributed to implementation progress at the sites;
- The lead organization should ensure proper analysis of community needs and knowledge of existing services, resources, and organizations available to youth at risk of gang involvement; and
- Implementation sites should be in a position to demonstrate a sufficient level of readiness.

Past evaluations have demonstrated that communities who did not complete a community assessment and clearly identify the problem to be addressed had difficulty mobilizing the community and experienced implementation difficulties

### Strategies

To help communities understand and define their unique gang situation, an assessment should answer the following questions (inspired by Howell, 2010):

- Who are the individuals involved in gangs and youth violence and what are their risk/protective factors?
- Who are at the greatest risk of joining gangs and what are their risk/protective factors?
- What is the history of these gangs in the community?
- What crimes are committed by these gangs, when, where ('hot spots') and why?
- What services (direct or related) are currently available to address the problem in the community and where are there gaps?

### Reference:

<https://www.publicsafety.gc.ca/cnt/rsrcls/pblctns/2018-ddrss-yth-gngs-vlnc/index-en.aspx>

# Youth Violence

## Background information:

This program is a result of the close partnership between various public agencies (i.e., police, probation) and community organizations (i.e., street workers, religious organizations) working with the client group. Youth-serving organizations and criminal justice agencies collaborate to balance intensive supervision with comprehensive therapeutic support. Youth are provided with increased supervision to help them access important resources (e.g., employment, mentoring, school bonding, counselling, health care and drug treatment). The program also seeks to stabilize the families of participants through efforts such as jobs for parents and housing assistance.

## Key Implementations:

Surveillance – Joint police-parole officers maintain close surveillance of the youth's activities to ensure that they obey the conditions of their release.

Measures to facilitate social reintegration – Community outreach workers develop a meaningful rapport with the youth and guide them toward resources to help them get off the streets. The YVRP provides participants with resources such as mentoring, healthcare, drug treatment, career counselling, and employment assistance. These community outreach workers also help the parents of the youth find jobs, housing, and healthcare.



## Youth Gang Program Interventions with Favourable Impacts

<b>Contribution to Favourable Change in Attitudes</b>	Contribution to Favourable Change in Risk and Protective Factors	Contribution to Favourable Change in Behaviours
<b>Awareness raising activities related to gang risks and recruitment</b>	Awareness raising activities related to gang risks and recruitment	Awareness raising activities related to gang risks and recruitment
<b>Case management</b>	Case management	Case management
<b>Counselling</b>	Counselling	Counselling
<b>Drugs, alcohol and/or addictions education</b>	Drugs, alcohol and/or addictions education	Drugs, alcohol and/or addictions education
<b>Employment training and/or support</b>	Employment training and/or support	Employment training and/or support
		Healthy relationships (with peers)
<b>Learning and education training</b>		
<b>Life management and decision-making (life skills)</b>	Life management and decision-making (life skills)	
<b>**Arts (music and crafts)</b>	**Arts (music and crafts)	
<b>**Cultural activities and community service learning</b>	**Cultural activities and community service learning	**Cultural activities and community service learning
		**Sporting / recreation activities

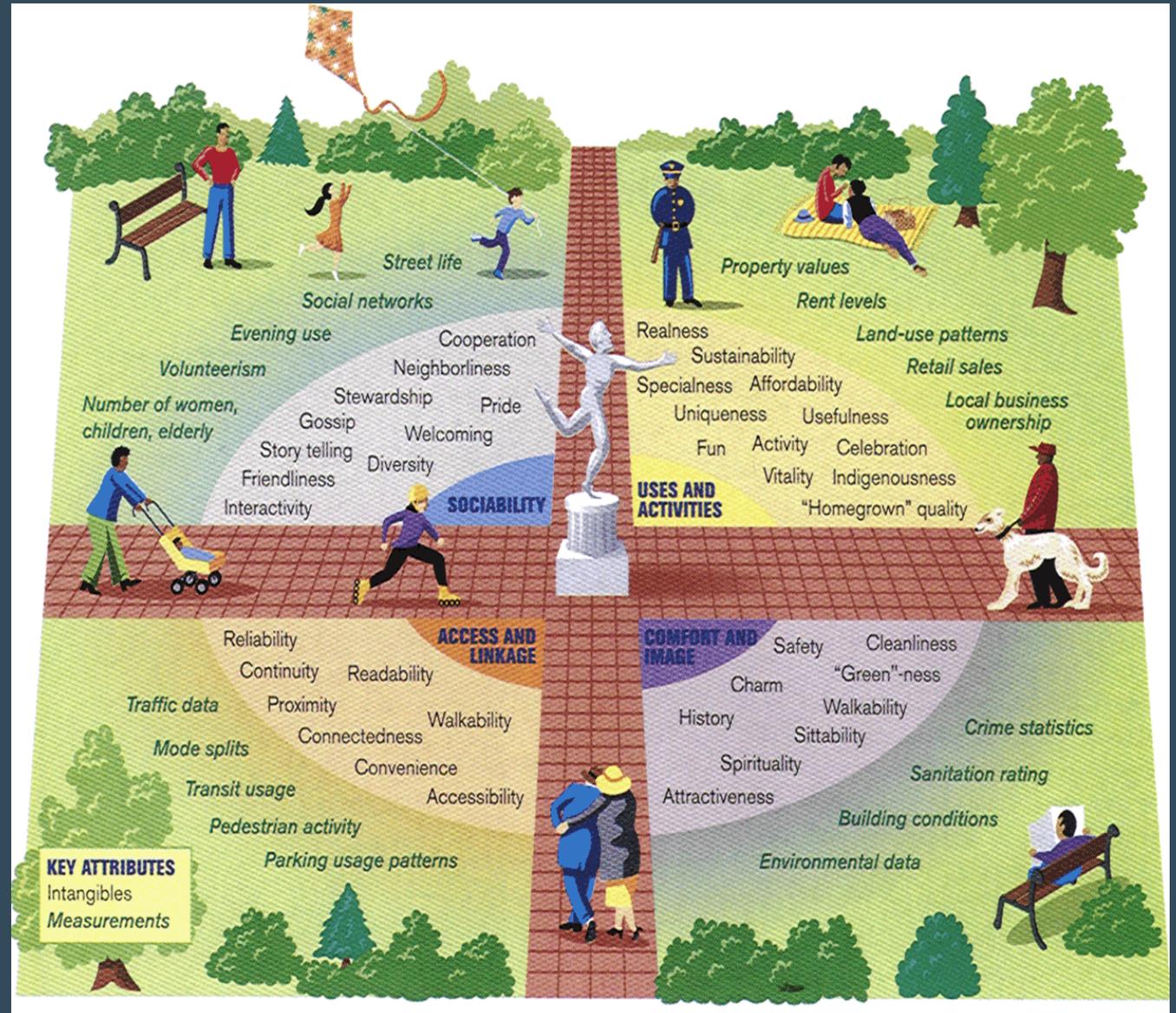
Implementing two or more interventions in order to build a customized approach to addressing youth gangs and youth violence.

Note: Interventions with denoted \*\* should be combined with at least one of the other options listed above.

# Crime Prevention Through Environmental Design

Crime Prevention Through  
Environmental Design (CPTED)  
is based on the principle that  
proper design and effective use  
of buildings and public spaces  
in neighborhoods can lead to a  
reduction in the fear and  
incidence of crime, and an  
improvement in the quality of  
life for citizens.

synergy  
between urban  
form,  
crime,  
and social  
conditions



# Implementing CPTED

In existing communities this is best done by a CPTED practitioner who has practiced many years of crime prevention and has completed several CPTED projects. With the assistance of community leaders, crime prevention advocates and input from community members to investigate the root causes of crime, combined with CPTED will greatly help with proper implementation.

In new communities CPTED is best implemented at the development stage and continued through the design and implementation stages.

## Community residents will have

- Opportunities to play meaningful roles in community crime prevention
- Improved sense of security and quality of life through reduced fear of crime
- Fewer crimes committed in neighborhoods, fewer victimizations of residents
- Increased interaction among residents and stronger neighborhood bonds
- New crime prevention and problem-solving skills and enhanced knowledge of city government agencies and other resources

## Municipal leadership will see

- Less crime in neighborhoods and business areas
- Improved perception of safety and livability in public areas and neighborhoods
- Enhanced consideration of public safety in planning, development, and redevelopment projects

# Benefits of CPTED

<https://www.ncpc.org/resources/home-neighborhood-safety/crime-prevention-through-environmental-design-training->

## Law enforcement will benefit from

- Sustainable links with planning, development, code enforcement, and other local agencies
- Clarification and action on neighborhood priorities related to crime and quality of life
  - Opportunities to play meaningful roles in community crime prevention
  - New crime prevention and problem-solving initiatives

## Business leaders/owners will gain

- Safer locations that are more attractive to customers and employees
- Enhanced problem-solving partnerships with local government and community members

## Planners/architects will gain

- A greater role in designing the environment; CPTED is recognized as an acceptable component of LEED (Leadership in Energy and Environmental Design) or Green Building
  - A holistic approach to the development and planning process



<https://www.youtube.com/watch?v=TSRCWxGK7tl&t=214s>

# CPTED can reduce crime and fear through:

- Territoriality - fostering residents interaction, vigilance, and control over their neighbourhood
- Surveillance - maximizing the ability to spot suspicious people and activities
- Activity support - encouraging the intended use of public space by residents
- Hierarchy of space - identifying ownership by delineating private space from public space through real or symbolic boundaries
- Access control/target hardening - using physical barriers, security devices and tamper-resistant materials to restrict entrance
- Environment - a design or location decision that takes into account the surrounding environment and minimizes the use of space by conflicting groups
- Image/Maintenance - ensuring that a building or area is clean, well-maintained, and graffiti-free

## PRINCIPLES OF Crime Prevention Through Environmental Design (CPTED)



CPTED is based on the premise that the design of our environment directly affects our behavior. It influences both the opportunities for crime to take place and our fear of crime. This has an important impact on our quality of life.



### CPTED PRINCIPLE #1

Natural Surveillance  
(increases visibility)

-  Reduce areas of solid walls
-  Low shelving in retail stores
-  Quality lighting

### CPTED PRINCIPLE #2

Natural Access Control  
(limits access)



-  1. Maintained Landscaping
-  2. Fencing
-  3. Use of Transparent Materials

### CPTED PRINCIPLE #3

Territoriality  
(promotes a sense of ownership)

-  Decorative Signage
-  Maintenance
-  Landscaping

### CPTED and the 'Broken Window Theory'



suggests that one "broken window" or nuisance, if allowed to exist, will lead to others and ultimately to the decline of an entire neighborhood. Neglected and poorly maintained properties are breeding grounds for criminal activity.

Brought to you by-  
 <https://www.strongholdlock.com/>

# What are the main steps in CPTED projects?

- engage the support of residents and other key partners
- identify crime and disorder problems in and around the site
- analyse current or proposed design based on existing crime problems and potential criminal opportunities
  - develop preventive or corrective design options
    - carry out preferred option
- monitor and evaluate how the implemented option affects crime, resident surveillance, interaction, and territoriality
  - disseminate and promote evaluation results

# What are some CPTED tactics?

- **Neighbourhoods:**

- minimize the number of entry and exit points on a block
  - design roadways to discourage through-traffic
- maximize residents ability to view public spaces
  - encourage residents use of public spaces
- provide appropriate lighting for streets, paths, alleys, and parks
  - encourage residents to watch over each other

## **Houses:**

- clearly delineate private property (e.g., yard, driveway, walkway) from public space (e.g., street, sidewalk) through shrubbery, alternate paving stone colour, and changes in grade
  - provide unobstructed views of surrounding area
- ensure entrances are visible and overlooked by window
  - avoid landscaping that may conceal offenders
    - install bright security lights
    - use solid-core exterior doors
  - use solid door frames with proper strike plates

## **Apartment buildings:**

- provide common spaces to encourage tenant interaction
- minimize the number of units sharing a common entrance
  - equip entrances with an intercom system
    - ensure hallways are well-lit
  - install deadbolt locks and peep holes on unit doors
  - provide children areas that can be easily observed
- provide windows that allow for surveillance in laundry rooms
  - Parking lots and garages:
    - avoid enclosed, underground, multi-story garages
  - install bright lights over driving lanes and parking spaces
    - use paint to increase light levels
- control access and egress with automatic doors and gates
  - avoid pillars and recesses that may hide offenders

## **Public spaces:**

- encourage use by legitimate users
- avoid placing dark, and or hidden areas near activity nodes
  - install appropriate lighting
- avoid placing covered outdoor areas where loitering may be a problem

## Join Crime Prevention Programs in Your Community:

~~Block Watch and Apartment Watch:~~  
[calgaryblockwatch.com](http://calgaryblockwatch.com)

~~Block Parent:~~ [calgaryblockparent.ca](http://calgaryblockparent.ca)

Alberta Community Crime Prevention Association (ACCPA): [accpa.org](http://accpa.org)

## For More CPTED Information:

**Federation of Calgary Communities**  
Information on residential communities in Calgary and community associations:  
[calgarycommunities.com](http://calgarycommunities.com) or 403-244-4111

### Crime Prevention Unit, Calgary Police Service

Information on site assessments, CPTED training, resources and other crime prevention measures:  
[calgarypolice.ca](http://calgarypolice.ca) or 403-206-8399

### District Offices, Calgary Police Service

Your Community Liaison Officer (CLO) can help with concerns in your community. CLOs are available through Calgary Police Service District Offices, which are listed on the Calgary Police Service Blue Page in the Telus White Pages telephone directory or online at [calgarypolice.ca](http://calgarypolice.ca)

### To Read More About CPTED

*"Crime Prevention Through Environmental Design: Applications of Architectural Design and Space Management Concepts"* — 2nd Edition, 1999 by Timothy D. Crowe

Calgary Police Service, Crime Prevention Unit  
133 - 6th Avenue SE,  
Calgary AB Canada  
T2G 4Z1  
[calgarypolice.ca](http://calgarypolice.ca)



CALGARY  
POLICE  
SERVICE

## Crime Prevention Through Environmental Design



Crime Prevention Through Environmental Design (CPTED, pronounced sep-ted) helps us to create healthy, safe communities through well planned environmental design.



ALBERTA MOTOR ASSOCIATION

## Crime Prevention Through Environmental Design (CPTED)

CPTED enhances safety by influencing the physical design of our environment and encouraging positive social interaction. CPTED recognizes that our environment directly affects our behaviour, whether or not we are aware of it, because we constantly respond to what is around us. These responses help us to interact safely in our communities.

An environment designed using CPTED principles reduces opportunities for criminal acts to take place and helps us to feel safer. By doing so, it improves our quality of life.

CPTED uses many different strategies that work together to create safer communities. It complements crime prevention strategies such as locks and bars, police and security personnel and, ultimately, increases our freedom to use our communities.

### Second Generation CPTED

Second Generation CPTED takes these strategies further, to encourage the interaction of everyone within their community, their environment and each other.

### Three Basic Principles Guide CPTED

Natural Access Control; Natural Surveillance; and Territorial Reinforcement

#### Natural Access Control restricts access

Natural access control guides how people enter and leave a space through the placement of entrances, exits, fences, landscaping and lighting. It

can decrease opportunities for criminal activity by denying criminals access to potential targets and creating a perception of risk for would-be offenders.

#### Natural Surveillance increases visibility

Natural surveillance guides the placement of physical features such as windows, lighting and landscaping. These features affect how much can be seen by occupants and passersby. Potential criminals are unlikely to attempt a crime if they are at risk of being observed. Similarly, we are likely to feel safer when we can see and be seen.

#### Territorial Reinforcement promotes a sense of ownership

Physical design can create an area of territorial influence that can be perceived by and may deter potential offenders. Examples include defined property lines and clear distinctions between private and public spaces. Territorial reinforcement can be created using landscaping, pavement designs, gateway treatments, signs and fences.

### Two Additional Ideas Support Community CPTED Efforts:

#### Maintenance and Activity Support

#### Maintenance deters offenders

A well maintained home, building or community park creates a sense of guardianship and helps deter criminals.

#### Activity Support fosters community interaction

Criminal acts can be discouraged in public spaces when we encourage activities in those spaces by residents, visitors and other legitimate users.

# Safe design *enhances* good design.

## Natural Access Control restricts access

The fencing defines the site, thereby controlling access to the property. It also allows for strong natural surveillance



## Natural Surveillance increases visibility

Natural surveillance is created by effective lighting, camera surveillance and the use of windows and activity support.

## Territorial Reinforcement promotes a sense of ownership



Good border definition allows property owners to define public and private spaces while maintaining surveillance.



This entry is designed with an anti-jimmying plate on the door, an outside intercom, a security camera and glass security doors which provides the tenants with access control and good surveillance. This also increases security at the site and reduces fear for tenants.

## CPTED Tips to Enhance Security

### Houses

- Use walkways and landscaping to direct visitors to the main entrance and away from private areas
- Keep shrubs and trees trimmed from windows and doors to improve visibility
- Use lighting over entrances
- Use thorny plants along fence lines and around vulnerable windows
- Join Block Watch

### Apartments

- Ensure hallways and parking areas are well lit
- Install good quality deadbolts and peepholes on unit doors
- Provide common spaces in central locations to encourage tenant interaction
- Join or start Apartment Watch in your building

### Neighbourhoods

- Locate open spaces and recreational areas so they are visible from nearby homes and streets
- Avoid landscaping that might create blind spots or hiding places
- Make sure there is appropriate lighting
- Design streets to discourage cut-through or high-speed traffic using traffic calming measures
- Join Block Parent and Block Watch

### Businesses

- Place checkout counters near the front of the store, clearly visible from outside
- Window signs should cover no more than 15 per cent of windows to provide clear visibility into and out of the store
- Use shelving and displays no higher than five feet to help see who is in the store
- Avoid creating outdoor spaces that encourage loitering and provide increased security
- Install lighting in parking lots

LET'S MAKE  
SHIFT  
HAPPEN

# APPENDIX H:

## The Impact Lab Reports

- Solutions Lab Report
- Solutions Lab 2.0 Report
- Community Sharing Labs Report
- Community Sharing Lab Actions

**Chamber of Commerce  
Solutions Lab  
April 29, 2020**



“It’s a community problem, not just one organization/service issue.”

Included

- Actions going forward
- Suggested solutions

14 people attended from a variety of businesses and organizations.

### **Actions going forward:**

#### **1. Meet Again**

Brent Lemieux (RCMP Staff Sargent) and Karen Driedger will arrange another 'Lab' with SCAN and or using Zoom in similar format.

#### **2. Community Survey**

Celeste and Lauren – set up community survey.

Trent can get it out to community through Chamber and community wide.

Bill – will look into getting survey to go out with Town bills and or on Town website.

Connect with Jackie Rechenmacher CDC re: survey – she just did one.

#### **3. Contact list**

If everyone agrees I will share email addresses. Karen

### **Suggested solutions:**

Business/Service Action

Working with Shelter and DQ – if causing trouble ban from business and from shelter, consequences and accountability for actions. MBLL will do the same. Other businesses?

What do you have to do to make this happen?

Need to start working together as businesses. Communication between businesses to support, keep informed, work together on issues.

What do you have to do to make this happen?

Businesses have to be on same page, keep people moving along. Call each other to help.

What do you have to do to make this happen?

### Communication

SCAN group – keep communicating across sectors.

What do you have to do to make this happen?

### Community Voices

Survey community on what they see as solutions.

What do you have to do to make this happen?

Include OCN Chief and Council to be a part of the solution.

What do you have to do to make this happen?

### Laws

Bylaw to ban from The Pas?

Human Rights issue so cannot happen.

By law that you cannot give money to panhandlers, if you give you are fined.

What do you have to do to make this happen?

### Oscar's Place and Housing

Oscar's Place open 24 hours or gone

What do you have to do to make this happen?

Move Oscar's Place

What do you have to do to make this happen?

Oscar's Place not for people who have homes. Find out where they're from, if they have a home, not allowed in.

What do you have to do to make this happen?

Oscar's Place needs to keep records of where people are from and why, then lobby gov feds, to pay community to deal with it.

Or have home community pay costs per person.

What do you have to do to make this happen?

Transitional housing needed

What do you have to do to make this happen?

### Elected Officials

Need local elected officials to be on board with taking action, whatever it is.

What do you have to do to make this happen?

Town put dollars towards preventative, solutions, treatment, mental health, housing rather than policing.

What do you have to do to make this happen?

### Provincial Support

Need provincial backing for sustainable, large scale action.

What do you have to do to make this happen?

Minister of Justice discussion needed. Petition to get help.

What do you have to do to make this happen?

Petition province and feds to deal with legitimate charges.

What do you have to do to make this happen?

### Learn from Others

Flin Flon and Swan River have interesting ways to build relationships with homeless people. What can we learn from them?

What do you have to do to make this happen?

Medicine Hat approach, includes a shelter, use a similar approach.

What do you have to do to make this happen?

# Lead the way

Solutions Lab 2.0  
October 6, 2020  
Make Shift Happen  
karen driedger



## Summarized Notes

### Background:

Solutions Labs are designed to initiate and mobilize action. The first Solutions Lab resulted in:

1. A commitment for downtown businesses and services to enhance their networking and communication,
2. Initiate an Oscar's Place Survey, and
3. Continue communication and sharing through the SCAN meetings and Make Shift Happen Labs.

### Summary of SL 2.0:

Twenty-one people registered for the Solutions Lab, eleven attended. Five people had unexpected situations so they were unable to participate. Six emailed or followed up with questions about how things went. Ultimately, the group came up with actions to take based on opportunities identified from the survey. As you skim the notes (really, how many of you read in depth anymore?) keep in mind which actions you think would make most sense, have the biggest impact and connect to a strategic way forward. Our intention is to make decisions on what, who and how we proceed once you receive the notes.

What did we do:

#### 1. What Stands Out?

A Chat Storm of things that surprised, stood out, or were curious about:

- the amount of persons that filled it out, was pleased that people got involved

- more increased resources and the complexities of the issues with homelessness and transiency, people are caring and concerned about issues of addictions and homelessness, how are other communities working with these challenges
- Amount of people that gave long stories on their theory regarding Oscars place
- Not as negative as thought would be.

#### **What does it mean?**

- The Pas is a changing place. Need to remain positive, small town is gone, crime going up, everyone's hands are tied, what can we do to make a difference
- Many survey respondents noted that the shelter had been open only overnight. This made a great point that the shelter does need to be funded to be open 24/7. OP is currently open 20/day.
- Others noted that shelter clients are in need of mental health addictions treatment, which is true. Case management is a very essential piece.
- Amount of people who wanted it to stay open

2. **Survey Summary** - Karen shared overall survey results and key findings. Clarified that the results can't be generalized to the total population and that the quotes are people's opinions not necessarily fact. For example, the Friendship Centre has not changed policy, still feeding people and meeting by appointment – COVID compliant.

#### **3. What opportunities?**

Small groups identified what opportunities the survey results present.

##### Group 1

1. Concrete information to share with all levels of governments to gain support and funding.
2. Oscar's Place to revisit goals and mission
3. Develop support and accountability circles/groups for clients to help them transition if they want to

##### Group 2

1. Understanding the role of Oscars Place to the people and the community
2. Building a sense of pride
3. Create opportunities of employment - shared mentoring
4. Instruction and guidance from counsellors perhaps
5. Sense on being a productive part of society

Other comments:

- Gather facts on who people are and what issues they face
- Mental health mobile unit

##### Group 3

1. Opportunity to get the facts on the table
2. Awareness to community
3. Change all three communities to work together
4. Opportunity for rules
5. Educate community on how OP is run, sense of existing resources/ situation/ services
6. Make changes that will work
7. Revert back to homeless shelter?
8. Increase accountability
9. Accountability and consequences

4. **What actions can we take?** Reorganized small groups, identified actions.

Group 1

1. Stop working in silos, start working together
2. Intake system including collection of statistics
3. Case management
4. Programming
5. Grant writing
6. Funding options
7. Accountability to self-improvement
8. Charge clients something to stay or home community pays, or chores to stay
9. Canvass community for membership on Board (SUOP Inc – looking for Board members)
10. Treatment centre

Other comments:

- By-law officer – COPPs community ambassador program as well

Group 2

1. Send results to all levels of government to build support and gain funds
2. Survey street people to find out specific issues, why they are on the street, what their goals are.
3. Is there counsellors for clients?
4. Have more consequences for actions – OP does have consequences
5. Accountability by both the street person and the shelter response to the individuals

Other comments:

- Need to fix it as there are more street people, younger, that are getting more aggressive.
- Noted that Amanda Lathlin has committed to surveying the street people to find out more about them, why they are here, their stories and general information about them.

Group 3

1. Paid coordinator
2. MB Housing connections
3. Hiring street people to work
4. Advocate for funding through government, foundations, corporations
5. Contracts with each client to commit to shelter rules, expectations, and plans for their future.
6. Info on street people and additional volunteers on Oscars place Board to make necessary changes as recommended tonight

**Top 5 Action themes:**

1. Survey street people and find out why they are at Oscar's Place – (Suggestion, to connect with Amanda Lathlin to see if she needs help, how you can be involved, what has she done to date, etc.)
2. Increase accountability to self-improvement – Charge clients or chores to stay, home community pay. Contracts with clients.
3. Oscar's Place operations – intake system, case management, programming, counsellors.
4. Oscar's Place Board – canvass community for Board members,
5. Funding and support – send results to all levels of government, advocate for funding through government, foundations, corporations
6. Other:
  - Paid coordinator – Need clarification - for OP or larger street people/homeless people agenda?

- Employment – hire street people to work
- Housing – connect with affordable housing
- Treatment centre
- Work together not in silos

## 5. Where do we go from here?

- ☞ Karen compile notes and send out.
- ☞ Eat turkey, mashed potatoes, stuffing, gravy. Lie on the couch, play with kids, enjoy a long weekend. Give Thanks!!!
- ☞ Group review notes and email thoughts to group.
- ☞ Ask yourself “Are we missing anything important on the list of opportunities that we should take action on?” and “What’s realistic, who has the time?” and “Who’s already working on this?”
- ☞ Group decides what action to take, who, when, how. (Could zoom or via email)
- ☞ We do it, learn and keep on going, and going, and going, and going
- ☞ Shift’s Happening

6. **One Word to Close:** “Great, positivity, good, productive, moving forward, it’s a start upwards, hopeful, grateful, encouraging, happy.”

The idea doesn't have to be big. It just has to change the world.

“How to Be Creative”  
Hugh MacLeod





# Make Shift Happen

(Tri-communities of The Pas, OCN, RM of Kelsey)

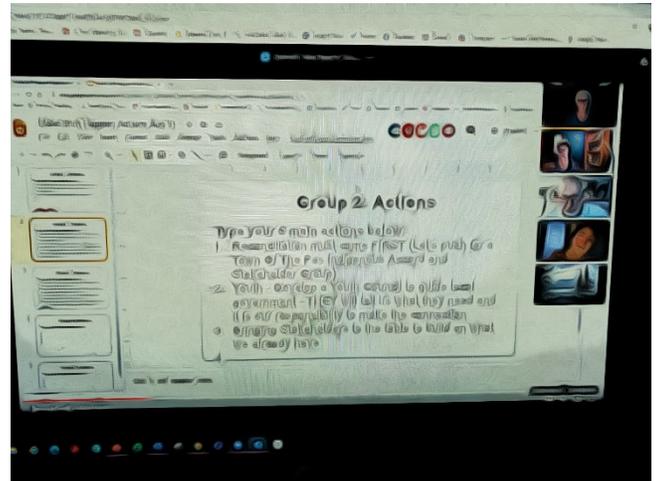
## Community Sharing Labs Report

August 29 and 31, 2020

The Make Shift Happen initiative hosted two Community Sharing Labs on August 29 and 31, 2020 of 1 ½ hour each, using the Zoom online platform. Karen Driedger hosted and Barb Pedersen facilitated. Six people participated in the August 29 session and ten in the August 31 session. The purpose of the Sharing Labs were to:

Provide an opportunity for community residents to give input and ideas about:

1. What are the strengths of the community: what is good about being here?
2. What are our opportunities to increase community safety and well-being?
3. What actions could be done to increase community safety and well-being?



## August 29, 2020 Community Lab

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What is your **favourite place** in the tri-communities area?

**CHAT record about favourite place in the tri-communities**

- The lake is like glass
- The arena in the winter
- I really like the downtown core.
- The downtown
- Clearwater Lake
- The 4-H community garden and Clearwater Lake
- My favorite place is my home and my cabin at Clearwater Lake. I live in the RM of Kelsey, not in town.
- The shoppe, Lyet's
- Shopping in the tri community
- Concerts and dances



## What are the five main **opportunities** in the tri-communities that we could build upon to increase community safety and well-being?

### Group 1: Opportunities

1. Education - University College of the North, school systems, upgrading in area, immersion French and Cree
2. Small Business
3. Housing - need more housing for seniors; low income housing but we do have lower priced housing for people willing to purchase
4. Make Shift Happen - finding best things that people are working towards while having a paid person coordinating
5. Growth and clean living

### Group 2: Opportunities

1. Community beautification
2. Community ambassador program
3. Finding activities to have youth involved in the community
4. Better utilization of existing resources
5. Focus on improving relationships and communication

## What are five main **actions** to increase community safety and well-being, based on the strengths and opportunities?

### Group 1: Actions

1. Liaison within all the groups
2. We need to keep Karen. Need a Karen. Someone to spearhead. (main group: a person said totally agree. Others agreed and said it is necessary)
3. Action plan to keep this going. Where will money come from for #2 and #3?
4. Oscar's Place has to close (not all of the group; some had mixed views. One said not working, start fresh)
5. Promote, share, and enrich existing opportunities to reach more people - affordability to persons. So much to offer and we don't reach everybody. Find ways to get people aware. Radio and newspaper don't work as well now. Maybe social media yet people need access to Internet.

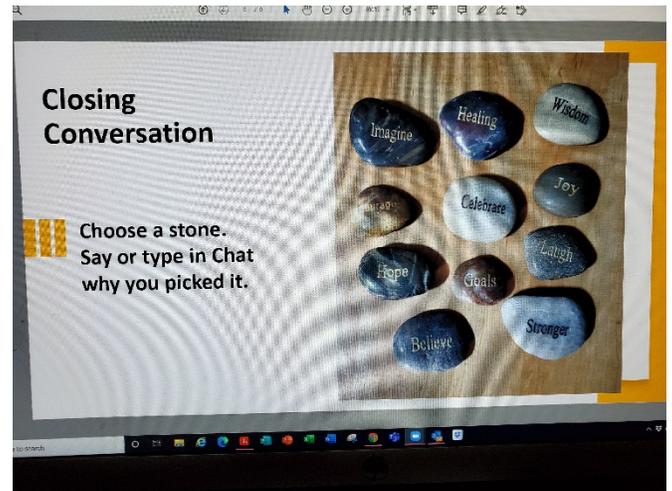
### Group 2: Actions

1. Community Ambassador Program - funding
2. Three Councils meet quarterly to discuss issues
3. Encourage more community cleanups and other events to promote beautification
4. Enhance and provide support i.e.. financial to SCAN group
5. Provide more resources for tourism to get more heads in beds to increase the Destination Marketing pot which was set up to benefit the community

## Closing Conversation

Choose a stone and say what the one you picked means to you

- ✓ Imagine: because I like to think what can be and day dream about possibilities.
- ✓ Believe: I believe the community is now working together.
- ✓ Hope: lots of hope for the future. community find a way to unite and we will have a great future
- ✓ Celebrate: I'm a party girl! Lots to celebrate. rocks combined can fall under celebrate. moving forward, positive. come together and great things happen
- ✓ Courage: we need to be brave to step into the new. step into our power of courage, move, think, be differently



## August 31, 2020 Community Lab

What is your **favourite place** in the tri-communities area?

**CHAT record about favourite place in the tri-communities**

- I have far too many favourite places
- Love Clearwater Lake
- Sun Seet Beach
- Favorite place is Purple Beach
- Anything nature based! Walking path, parks
- Carrot River Valley - my home.
- Rocky Lake
- I love being on OCN Territory.
- It's small, almost everyone seems to be related somehow

What are the **strengths** of our tri-community that we can build upon to increase community safety and well-being?

**CHAT STORM about strengths**

- a) The Traditional Cree Territory on which we all resides sustains us all; LAND and WATER is incredible; We have the benefit of partnering with OCN and in sharing and learning with our Elders and the Cree Nation at OCN to the Elders and Traditional Teachers to share with us; We have some community members who are authentically engaging in reconciliation and promoting this.
- b) Nature, People, Health services



## **Group 2 Opportunities**

1. Size and location as a northern community: potential for greater opportunities - train our own, develop our own because we are a northern community. Size: some advantages such as safety issues less than in large urban communities in the south
2. Opportunities to partner with OCN and other First Nations
3. Post-secondary opportunities, employment and training
4. Immigration support
5. North Forge (small business incubator), Small business development

## **Group 3 Opportunities**

1. People willing to participate in the community - positive and negative
2. Getting kids more culturally involved - we have it but we need to build on it (no options right now)
3. Getting used to Zoom - block learning - look at ways to do things differently because Covid is forcing it

## **What are five main actions to increase community safety and well-being, based on the strengths and opportunities?**

### **Group 1 Actions**

1. Resource centre accessing what resources we have and facilitating what we don't have, We need a Coordinator to find the resources. Might be more health based, accessing other resources; not necessarily a physical space like the Friendship Centre.
2. Linking the correctional centre to resources

### **Group 2 Actions**

1. Reconciliation must come FIRST (Let's push for a Town Of The Pas Indigenous Accord and Stakeholder Group)
2. Youth - Develop a Youth Council to guide local government - THEY will tell us what they need and it is our responsibility to make the connection
3. Bringing stakeholders to the table to build on what we already have

### **Group 3 Actions**

1. Respect for addictions treatment and support for follow-up care with clients
2. Improve social safety & supports, networking to see that vital needs are met timely
3. Long term plan for connection and collaboration
4. Adjusting to COVID-19 limits, etc.
5. Responding to poor actions with compassion and empathy (heart), rather than over-reactions
6. Comment in plenary: lots of resources, supports, etc. A flowchart of how they interact and what they do would be useful

## **Closing Conversation**

### **Choose a stone and say what the one you picked means to you**

- ✓ Goals: there seems to be a lot of goals from this exercise and they will take time
- ✓ Courage: to change the things we can

- ✓ Wisdom: to make the right decisions. And to know the difference
- ✓ Healing: every time we have the opportunity to reconcile together, we heal a little bit.
- ✓ Courage: we need to have the courage to say and do the things that sometime aren't the most popular
- ✓ Stronger: we are stronger together
- ✓ Believe: believe we can
- ✓ Hope: hope to work towards reconciliation
- ✓ Joy: I have joy when I listen to all of you in community
- ✓ Laugh: thanks for making us laugh and laughing; we are dealing with heartfelt discussions and laughter helps us keep it enjoyable; be joyful and laugh about things
- ✓ Hope: to work towards reconciliation
- ✓ Celebrate: what do have and do

## COMMUNITY

*(by Rita Thompson, Olds, Alberta volunteer)*

**Part of COMMUNITY is UNITY**

**and part of UNITY is U and I...**

**Without U and I, there is no UNITY and**

**Without UNITY, there is no COMMUNITY.**

*You can substitute the word OPPORTUNITY...*

## There is no power greater than community discovering what it cares about ...

*Margaret Wheatley*

**Ask "What's possible?" not "What's wrong?"  
Keep asking.**

**Invite in everyone who cares to work on  
what's possible.**

**Notice what you care about.  
Assume that many others share your dreams.**

**Acknowledge that everyone is an expert  
about something.**

**Be brave enough to start a conversation that  
matters.**

**Know that creative solutions come from new  
connections.**

**Talk to people you know.  
Talk to people you don't know.  
Talk to people you never talk to.**

**Remember, you don't fear people whose  
story you know.  
Real listening always brings people closer  
together.**

**Be intrigued by the differences you hear.  
Expect to be surprised.  
Treasure curiosity more than certainty.**

**Trust that meaningful conversations can  
change your world.  
Rely on human goodness. Stay together.**

# Make Shift Happen

## Community Sharing Labs, August 2020



What are the main **Actions** to increase community safety and well-being, based on the strengths and opportunities?

1. Coordination: “We need to keep Karen or similar to spearhead.” Liaison within all the groups. Where will money come for coordinator?
2. Connection: Bring stakeholders to the table to build on what we already have. Enhance and provide support i.e. financial to SCAN group. A flowchart of how all resources interact and what they do
3. Plans: Long term plan for connection, collaboration, Action plan to keep this going.
4. Assessment and Resource Centre: access resources and facilitate what we don’t have. May be more health based, accessing other resources; not necessarily a physical space
5. Leadership: Three Councils meet quarterly to discuss issues
6. Reconciliation: must come FIRST (Let’s push for a Town Of The Pas Indigenous Accord [\*Have One\*] and Stakeholder Group)
7. Flexibility: i.e. Adjusting to COVID-19 limits
8. Awareness: Promote, share, and enrich existing opportunities to reach more people - affordability to persons.
9. Specific Populations: Develop a Youth Council to guide local government - THEY will tell us what they need, it is our responsibility to make the connection. Link the correctional centre to resources.
10. Social Safety & Transitional Services: Improve social safety & supports, networking to see that vital needs are met timely. Respect for addictions treatment & support for follow-up care with clients
11. Community Programs: Community Ambassador Program, funding. More community cleanups and other events to promote beautification
12. Tourism: Provide more resources for tourism to get more heads in beds to increase the Destination Marketing fund
13. Oscar’s Place: mixed views on how to address issues, close it to respond to poor actions with compassion and empathy rather than over-reactions

Email [Karendriedgre@gmail.com](mailto:Karendriedgre@gmail.com)

Visit our Facebook page ~ Make Shift Happen @tricomcommunityawareness

# APPENDIX I:

- Annex B Town of The Pas Proposal

From Grant Funding Agreement

**ANNEX B**  
**Project Budget**  
**Revenues for Fiscal Year**  
**2020-21**

Project Title: Crime Prevention Community Readiness and Mobilization

<b>Government Funding (municipal, provincial, territorial and federal)</b>	<b>Amount</b>
Public Safety Canada	\$180,000.00
<b>Subtotal – Cash</b>	<b>\$180,000.00</b>
The Town of The Pas	\$20,000.00
<b>Subtotal – In-kind</b>	<b>\$20,000.00</b>
<b>Total Government Funding</b> <i>Government assistance 100.0% (municipal, provincial, territorial and federal)</i> <i>cannot exceed 100% of eligible expenditures</i>	<b>\$200,000.00</b>
<b>Non-government Funding and other</b>	
Subtotal – Cash	\$0.00
Subtotal – In-kind	\$0.00
<b>Total Non-government Funding and other</b>	<b>\$0.00</b>
<b>Total Revenues:</b>	<b>\$200,000.00</b>

1. Cash: actual dollar value or revenues/funding received
2. In-Kind: non-cash input which is given a cash value

**ANNEX B**  
**Project Budget**  
**Eligible Expenses for Fiscal Year**  
**2020-21**

Project Title: Crime Prevention Community Readiness and Mobilization

Detailed Eligible Expenditures by Category	Eligible Expenditures			
	Public Safety Canada Funding	Other Government Funding	Non Government Funding and other	Total
Audit and evaluation expenses	\$1,500.00			\$1,500.00
Culturally appropriate expenditures	\$3,750.00			\$3,750.00
Fees and disbursements for hiring consultants and experts	\$11,250.00			\$11,250.00
Liability insurance	\$900.00			\$900.00
Office equipment and minor capital acquisitions net of disposal	\$3,750.00			\$3,750.00
Public Awareness and educational costs	\$12,500.00			\$12,500.00
Rent and normal utilities, maintenance and property taxes	\$21,600.00			\$21,600.00
Salaries and wages	\$111,000.00			\$111,000.00
Supplies and materials, shipping charges, stationary, postage, printing, distribution and licenses	\$2,500.00			\$2,500.00
Training and project development	\$11,250.00			\$11,250.00
Subtotal – Cash	\$180,000.00	\$0.00	\$0.00	\$180,000.00
Administrative expenses		\$20,000.00		\$20,000.00
Subtotal – In-kind		\$20,000.00	\$0.00	\$20,000.00
<b>Total Expenditures:</b>	<b>\$180,000.00</b>	<b>\$20,000.00</b>	<b>\$0.00</b>	<b>\$200,000.00</b>

1. Cash: actual dollar value or revenues/funding received
2. In-Kind: non-cash input which is given a cash value

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**A WAY FORWARD**