

**TOWNSHIP OF ESSA
CONSENT AGENDA
WEDNESDAY, NOVEMBER 15, 2023**

A – ITEMS RECEIVED AS INFORMATION

- p. 1 1. Correspondence from the Stevenson Memorial Hospital Foundation dated October 12, 2023, re: Sponsorship Thank You.
- p. 2 2. Township of Essa Building Department Statistics – October 2023.
- p. 3 3. Nottawasaga Futures Newsletter – October 2023.
- p. 13 4. Essa Public Library Report – September 2023.
- p. 16 5. News Release from the Provincial Treasury Board Secretariat dated October 27, 2023, re: Ontario Strengthens Emergency Preparedness to Keep People and Communities Safe.
- p. 18 6. Presentation from the Canadian Urban Institute, re: Overdue: The Case for Canada’s Public Libraries.
- p. 107 7. Correspondence from the Town of Aurora dated October 30, 2023, re: Motion 10.1 “Cannabis Retail Applications for the Town of Aurora”.
- p. 111 8. Highlights from the Nottawasaga Valley Conservation Authority from their Board Meeting held October 2023.
- p. 115 9. Correspondence from the Ministry of Labour, Immigration, Training and Skills Development dated November 6, 2023, re: Ontario to Require Employers to Disclose Salary Ranges and AI Use in Hiring.
- p. 119 10. Decision from the Ontario Land Tribunal dated November 8, 2023, re: Case No. OLT-21-001898 (27 Pine River Road).
- p. 129 11. Correspondence from the Association of Municipalities Ontario:
a) October 31, 2023 Policy Update – Strengthening Public Health Through Voluntary Mergers.
- p. 130 b) November 2, 2023 Policy Update – 2023 Fall Economic Statement.
- p. 131 12. Correspondence from the County of Simcoe:
a) October 26, 2023 – Notice – County Road 27 Improvements.
- p. 132 b) October 27, 2023 – Release – Community Champions Celebrated at 11th Annual Newcomer Recognition Awards.
- p. 134 c) October 30, 2023 – Release – Simcoe County Museum Commemorates Remembrance Month with Virtual Lecture Series.
- p. 136 d) November 1, 2023 – Release – County Launches Age-Friendly Community Survey.
- p. 137 e) November 7, 2023 – Release – County of Simcoe Supports Local Students Through the 2023 Bursary Program

B – ITEMS RECEIVED AND REFERRED TO SERVICE AREA FOR ACTION

None

C – ITEMS RECEIVED AND REFERRED TO SERVICE AREA FOR REVIEW AND REPORT TO COUNCIL

None.

Consent
a1



200 Fletcher Crescent | t. (705) 435-6281
PO Box 4000 | f. (705) 434-5116
Alliston, Ontario L9R 1W7 | www.stevensonfoundation.ca

Charitable Registration Number: 119173235RR0001

October 12, 2023

Mayor Sandie Macdonald
Corporation of the Township of Essa
5786 County Road 21
Utopia, ON L0M 1B0

Dear Mayor Macdonald: *Sandie*

Thank you for your compassion and your unwavering support of Stevenson Memorial Hospital. We are grateful for your generosity and for joining us in the Because of you, we can campaign. Together, we will revitalize this community resource - our community hospital.

Because of you, we can save and improve lives.

As our community continues to grow, our hospital needs continue to increase. We rely on the generous support provided by donors like you. Thank you for your generous gift of \$5,196.00.

Your donation provides doctors and nurses with the tools needed to change and save lives. Your gift will ensure the very best care close to home, for you and your loved ones, now and far into the future.

Thank you again for helping the hundreds of patients who count on the hospital every day.

Sincerely yours,

Mary Thomas

Mary Thomas
Chief Executive Officer
Stevenson Memorial Hospital Foundation

Many thanks for your ongoing support!

Oct-23						
Current						
Permits Issued	# Permits Issued	Monthly Construction Value of Permits Issued	Construction Value of Permits Issued YTD	Monthly Building Permit Fees	Building Permit Fees YTD	
Residential	41	\$2,563,649.00	\$37,557,808.00	\$38,318.00	\$494,465.83	
Commercial			\$14,966,600.00		\$36,417.52	
Industrial			\$4,730,000.00		\$57,875.63	
Institutional			\$558,000.00		\$9,614.28	
Public Utilities			\$0.00		\$0.00	
Agricultural	1	\$300,000.00	\$3,105,000.00	\$2,640.00	\$44,271.01	
TOTAL	42	\$2,863,649.00	\$60,917,408.00	\$40,958.00	\$642,644.27	
Y.O.Y.	22	\$5,131,760.00	\$43,379,561.00	\$39,119.72	\$388,647.97	65.35%

NEW SFD CONSTRUCTION				
Dwelling Units Created				
Type	Current Month	Dwelling Const. Value	Dwelling Const. Value YTD	Dwelling Const. Value YTD
SFD/SEMI/ROW	4	\$1,888,000.00	\$22,636,680.00	\$22,636,680.00
Mult Res Bldgs			\$0.00	\$0.00
Accessory Apt within Existing Res Bldg	4	\$115,000.00	\$205,577.00	\$205,577.00
TOTAL	8	\$2,003,000.00	\$22,842,257.00	\$22,842,257.00
Y.O.Y.	9	\$2,969,760.00	\$27,496,824.00	\$27,496,824.00
		-11.11%	4.23%	-32.55%
				-16.93%

Reviewed by CBO Pedro Granes



Reviewed by CBO Pedro Granes

Sarah Corbett

Subject:

FW: Nottawasaga Futures Newsletter



**Nottawasaga Futures is a community
economic development agency serving the
South Simcoe Area.**

a3



WE WANT TO HEAR FROM LOCAL SMALL BUSINESS OWNERS

- What kinds of supports / resources do you need?
- What kind of training do you need?
- Do you have a milestone to celebrate?



Nottawasaga Futures

We can Help

ced@nottawasaga.com

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Becoming a Film-Friendly Vendor in Simcoe County

→ **16 Nov 2023**
1:30 PM - 3:30 PM

Sandbox Centre, Barrie

Unlock the potential of
the film industry to
grow your business.

Register: filmfriendlybarrie.eventbrite.ca

Presented by:



Expand Your Business with the Film Industry in Simcoe County!

Have you ever considered how the thriving film and television industry could bolster your business? It's time to unlock that potential!

Join us for our unique workshop, 'Becoming a Film Friendly Vendor in Simcoe County', focusing on business expansion. Film producer Tom Strnad will guide you through the production ecosystem right here in our county and equip you with the insights to serve film and television productions.

03

Date: Thursday, November 16, 2023

Time: Networking at 1:00 PM | Workshop from 1:30 PM - 3:30 PM

Venue: Sandbox Centre, Barrie

Register Now: <https://filmfriendlybarrie.eventbrite.ca>

From hotels and food service to unique locations, property owners and green initiatives, this workshop caters to a wide array of businesses. Dive into understanding the industry, explore challenges and opportunities, and identify collaboration potential with peers. Plus, participate in a Q&A session to get your burning questions answered!

Missed our earlier sessions or looking for another date? We have more in the series. Check out the full event series here:

<https://bit.ly/filmfriendly> Don't let this opportunity roll out of the frame .

Reserve your spot now and step into the vibrant world of film in Simcoe County! #FilmFriendlySimcoe #BusinessExpansion

a3



FedDev Ontario is making it easier than ever to apply for funding to better serve southern Ontario businesses and organizations. With a new timed intake model, we are making the process simpler and more responsive to economic opportunities.

Applications will now be accepted three times per year (fall, winter, spring), with the first intake now open!

[Click here for more information](#)

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Nottawasaga Futures



Business Profit

Turning Potential Into Profit

Online Business Profit Boot Camp

6-Week Live Online Course

For businesses ready to take the next step in their transformation journey and gain deeper insights. From startups to established businesses!

Special

Nottawasaga Futures

Rate - ~~\$ 599~~ \$ 499

(\$ 100 Off With Coupon)

NOTTA100



Paul Oehm, Expert Business Advisor 40+ Years Of Experience

Features

- Complete Boot Camp Access: All six 1.5-hour online live training sessions.
- Workbooks: Access to all six detailed workbooks.
- Email Support: Access to priority email support during the six-week period.
- 1 Year access to live Bootcamps: Access to future Live Bootcamps for 1 year (we run between 3-6 new session per year)
- Complementary 30 minute personalized advisory session with Paul Oehm (Expert Advisor)
- Certificate: A certificate of completion to showcase your dedication and knowledge.

GET STARTED



info@businessprofit.ca



www.businessprofit.ca



Volunteers planting native trees and shrubs alongside Sheldon Creek in Adjala-Tosorontio (near Loretto),

The South Simcoe Streams Network Program held two tree planting events this month, engaging our network of volunteers in the planting of over 500 trees and shrubs on two sections of Sheldon Creek that underwent stream bank restoration this past summer, as part of a Nottawasaga Valley Conservation Authority project.

These trees and shrubs will provide many benefits, including providing shade to reduce solar heating of the creek, enhancing erosion protection of the stream banks, and providing new habitat for wildlife. Volunteers were able to see wildlife in the renewed habitat, including a bald eagle, and salmon swimming upstream on their annual spawning migration.

Many thanks to the students of the Green Industries Program at Banting Memorial High School (Alliston), our partners at the NVCA,

and all our community volunteers for the great work!

If you would like to know more about the Streams Network, contact Theresa Parent at theresa@nottawasaga.com.

Financial Support and Resources

- [Nottawasaga Futures Community Investment Fund](#)
- [Simcoe County CDAP Top Up Grant](#)
- [Canada - Ontario Job Grant](#)
- [Ontario Business Registry](#)
- [Business Benefits Finder](#)
- [Canada Business App](#)
- [Delia: Funding for Women-owned Enterprises](#)
- [Ontario Automotive Modernization Program](#)
- [Southwestern Ontario Development Fund](#)
- [Business advisory services for small & medium-sized businesses](#)
- [Business Continuity Plan](#)
- [Youth Small Business Program](#)

Book a Free Consultation

Click here for information on our projects

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[Click here for NT Temps Job Listings](#)

[Click here to go to our website](#)

[view this email in your browser](#)

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Contact us at ced@nottawasaga.com

705-435-1540 or 800-509-7554

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[EXTERNAL]

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SEPTEMBER 2023

REPORT

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“ The first time I came here, we were here for hours. The kids don't want to leave! It went by so fast, we had a great time. This place is amazing.

- Patron comment

190

NEW MEMBERS

957 YTD



04

CIRCULATION DATA

ANGUS
6,292
20,007 SUMMER 2023
26,299 YTD

IN-HOUSE USE
439
1,543 SUMMER 2023
1,982 YTD

THORNTON
975
3,434 SUMMER 2023
10,369 YTD

IN-HOUSE USE
114
388 SUMMER 2023
502 YTD

INTERLIBRARY LOANS
49
Items borrowed from
other libraries

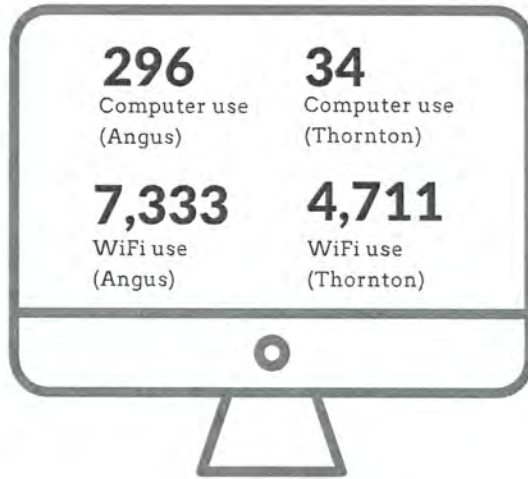
39
Items sent to other
libraries

POPULAR COLLECTION ITEMS
213
DVDs
borrowed

129
Video games

21
Kitchen library
items

DIGITAL RESOURCES



1,117
Digital Library visits
3,989 Summer 2023
5,106 YTD

422
Simcoe County Libraries
App uses
1,332 Summer 2023
1,754 YTD

Simcoe.com



LIFE

600 people attended Essa Public Library's largest-ever Family Fun Night

By Alliston Herald
Sep 6, 2023

Event included giant inflatable slide, farm animals, Touch-a-Truck, complimentary treats.

PROGRAMS

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242 kids participated in 13 programs

Top  kids programs:


- Toddler Time - 41
- Storytime in Angus & Thornton - 42
- Colour Match activity - 50

Other programs included Tinker Tuesday, a PA Day movie, and impromptu story readings for families. Mighty Makers, which was a pilot program in summer 2023, has been made a permanent program based on high demand.



6 teens attended the “Self-Nurturing: How to Take Care of Ourselves in Stressful Times” workshop

81 Adults and seniors participated in 10 programs

Top  adult & senior programs:

- Senior Social - 14
- French Conversation Circle - 14
- Angus & Thornton Book Clubs - 19

Other programs included Movie Night “Maybe I Do”, Hobby Circle, and card making.

“ Libraries have come such a long way! This is amazing, I can't wait to go look for a book.”
- Patron comment

-  **1704** followers
(22 new since last month)
-  **733** followers
(16 new since last month)
-  **1031** followers
(no change from last month)
-  **602** subscribers
(21 new since last month)
5,437 views
(1,867 new since last month)



NEWS RELEASE

Ontario Strengthens Emergency Preparedness to Keep People and Communities Safe

New grant will help communities purchase critical emergency equipment and supplies

October 27, 2023

Treasury Board Secretariat

TORONTO — The Ontario government is investing \$5 million to ensure communities across the province have the resources and equipment they need to prepare for natural disasters and emergencies. The government is now accepting applications for the new Community Emergency Preparedness Grant to help communities and organizations purchase critical supplies, equipment and deliver training and services to improve local emergency preparation and response.

“We are making our province stronger and more resilient by helping communities prepare for emergencies,” said Caroline Mulroney, President of the Treasury Board, Minister responsible for Emergency Management Ontario and Minister of Francophone Affairs. “These prudent and targeted investments are another step this government is taking to ensure communities have the resources they need to keep people safe when the next flood, wildland fire or severe storm impacts our province.”

Funding will ensure communities can respond to any type of emergency and will be tailored to their unique needs. It can be put towards purchasing equipment such as sand bagging machines and generators or investing in emergency management training and awareness.

The Community Emergency Preparedness Grant is part of the \$110 million the government earmarked over the next three years to strengthen emergency preparedness in Ontario. The investment builds on the Provincial Emergency Management Strategy and Action Plan's vision to enhance the resiliency of local governments, First Nations communities, and organizations to prepare for emergencies.

Quick Facts

- Apply now. Applications close November 30, 2023.

Q5

- Applicants must have a Transfer Payment Ontario account.
- Eligible applicants must be located in Ontario and include:
 - Non-governmental organizations that have a mandate in emergency preparedness
 - Local services boards
 - First Nation communities; Indigenous organizations, including Tribal Councils; and other Indigenous service organizations that support emergency management programming in First Nation communities
 - Small- and medium-sized municipalities (those with populations under 100,000 as per Statistics Canada data from 2021)

Additional Resources

- [Community Emergency Preparedness Grant](#)
- [Learn how to apply for funding for your organization with Transfer Payment Ontario](#)
- [Provincial Emergency Management Strategy and Action Plan](#)
- [Emergency Management Ontario](#)

Related Topics

Education and Training

Learn about Ontario's early years, education and training systems. Includes information on child care, elementary schools, secondary schools, colleges, universities, skills training and financial aid. [Learn more](#)

Health and Wellness

Get help navigating Ontario's health care system and connecting with the programs or services you're looking for. [Learn more](#)

Law and Safety

Ontario's laws and related information about our legal system, emergency services, the Ontario Provincial Police and victim services. [Learn more](#)

Media Contacts

Christopher Martin-Chan

Minister's Office

Christopher.Martin-Chan@ontario.ca

647-632-4673

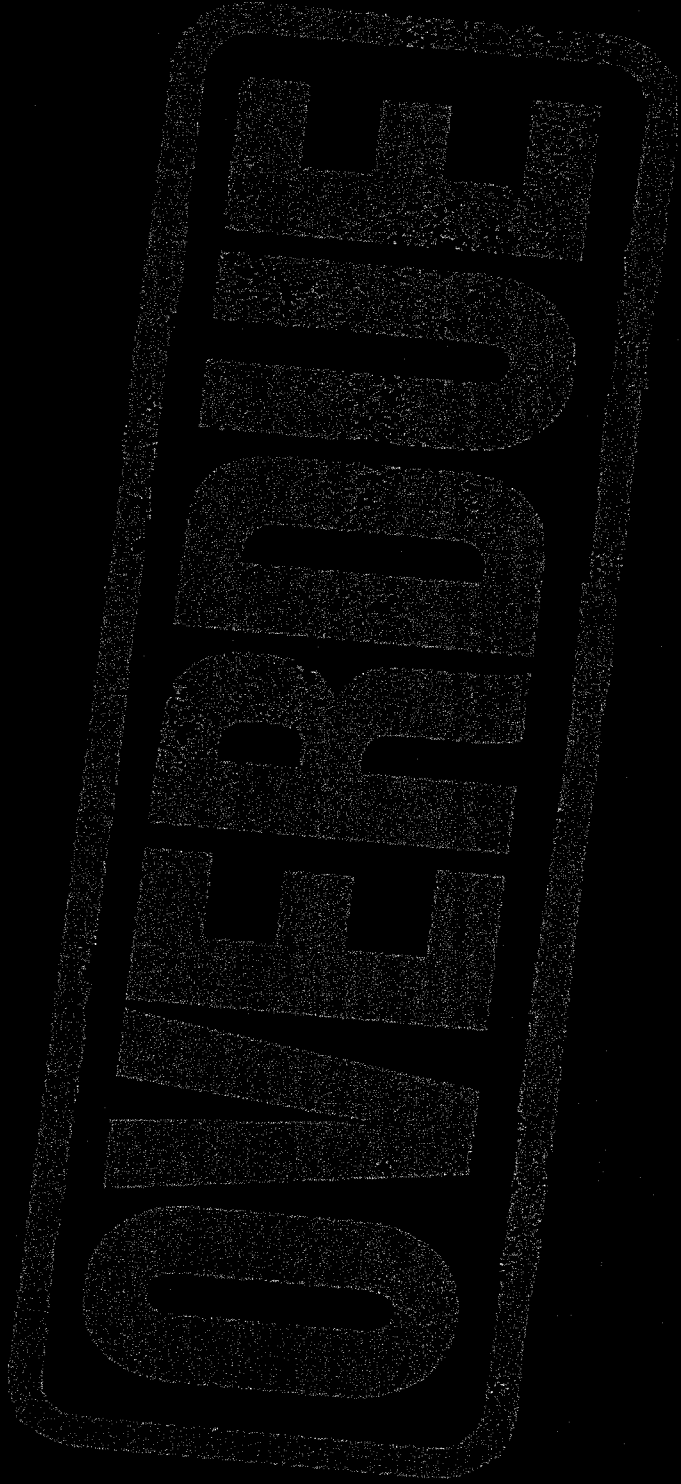
Kyle Richardson

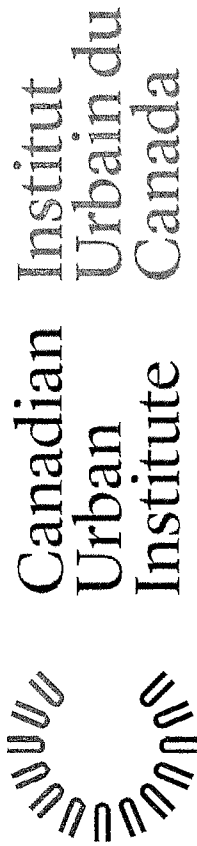
Communications Branch

Kyle.Richardson5@ontario.ca

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Canadian Institut
Urban Urbain du
Institute Canada





The Canadian Urban Institute (CUI) is Canada's Urban Institute. We are a national platform where policy makers, urban professionals, civic and business leaders, community activists and academics learn, share and collaborate with one another from coast to coast to coast. Our mission is to support vibrant, equitable, livable and resilient cities in Canada through research, engagement and storytelling.

This report builds on CUI's work toward the post-pandemic recovery of Canada's main streets and downtowns, and our belief in Canadians' collective ability to transform our cities into more inclusive, just and resilient places.

Canadian Urban Institute © 2023

Acknowledging the History of Canadian Urbanism

The Canadian Urban Institute acknowledges all the Indigenous Peoples of Canada and recognizes the ancestral territory of the Inuit, Métis, and First Nations people from coast to coast. We acknowledge our collective and individual responsibility to recognize historical patterns of exclusion and abuse, to build our understanding of Indigenous peoples and cultures, and to commit to the ongoing process of truth and reconciliation.

- More specifically, CUI is continually challenged to look for ways to
- Return land to Indigenous peoples
 - Implement the 94 calls to action from the Truth and Reconciliation Commission of Canada
 - Implement the 46 articles of the UN Declaration on the Rights of Indigenous peoples
 - Implement the 440 recommendations of the Royal Commission on Aboriginal peoples
 - Investing in and supporting Indigenous communities and economies

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Acknowledgement

The head office of the Canadian Urban Institute is located in Toronto, the traditional territory of many nations, including the Mississauga's of the Credit, the Anishinaabe, the Chippewa, the Haudenosaunee and the Wendat peoples, and is now home to many diverse First Nations, Inuit and Métis peoples from across Turtle Island. Toronto is covered by Treaty 13, signed with the Mississauga's of the Credit, and the Williams Treaty, signed with multiple Anishinaabe Nations. This place continues to be home to many Indigenous peoples from across Turtle Island and we are grateful to have the opportunity to work on this land.

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Further, CUI is cognizant that many urban planning practices reinforced racist and exclusionary practices of colonialism. The work of city-building today must include confronting the legacies of the past and search for new approaches that centre around equity and inclusion, making cities for and with everyone.

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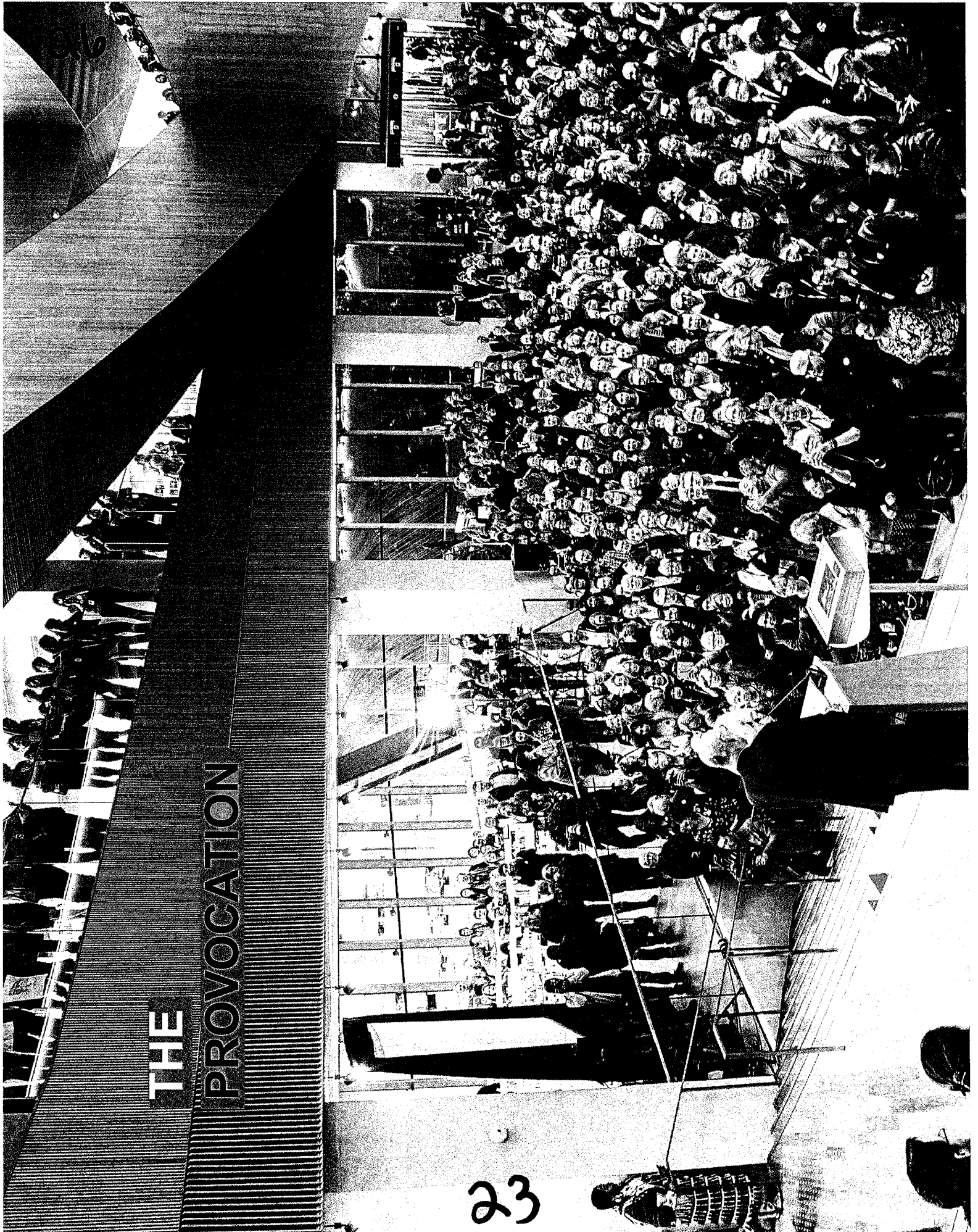
The Post Pandemic Challenge pg 23

Scenarios for the Future pg 30

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**THE
PROVOCATION**

“

The only thing you absolutely
have to know, is the location
of the library.

Albert Einstein
Physicist

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Overdue: The Case for Canada's Public Libraries

is part of CUI's ongoing work to highlight the critical components of the urban and community fabric that are essential to Canada's social, economic and environmental resilience and post-pandemic recovery.

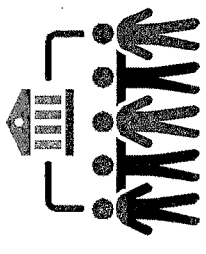
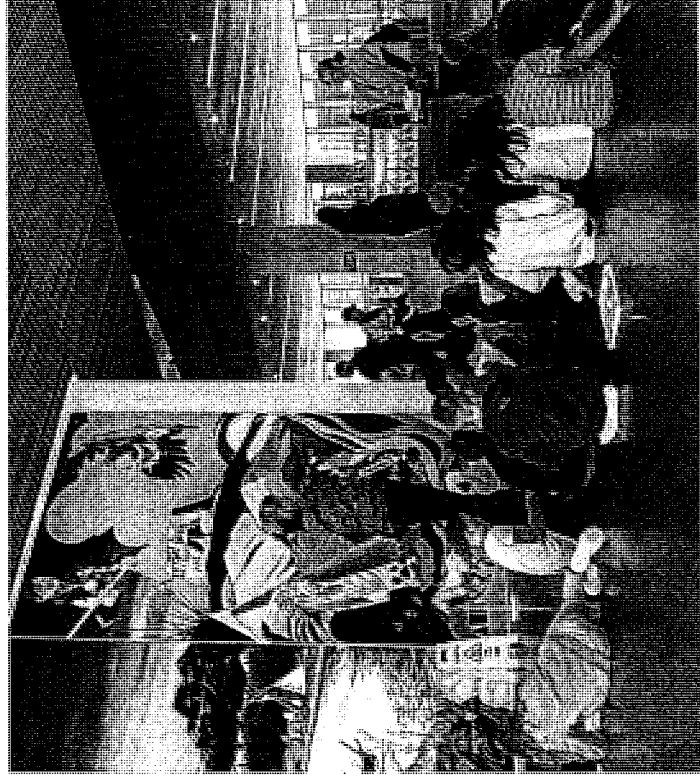
This **provocation** is the product of three years of CUI's engagement with Canada's urban public libraries through one of the most extraordinary periods in human history – the arrival and containment of the COVID-19 virus. The pandemic ravaged communities of all sizes around the world and left an indelible impact on our cities and communities of every political affiliation.

Canadian cities – from the large and rapidly-urbanizing to the small and rural – faced unprecedented challenges.

The tenacious, unpredictable, highly contagious virus threatened the capacity of individuals, families, neighbourhoods, businesses, government, and community service providers to function. Vulnerable populations faced the most pernicious challenges, as housing costs rose and availability declined, and social supports were severely constrained. As governments tried to communicate in real time, they were playing catch-up to the existing, emerging and anticipated challenges revealed by the virus. Over this sustained period, levels of public uncertainty and distrust in public institutions, the media, and governments escalated in every jurisdiction of the country.

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We make the case that
Canada's public libraries
enable governments to
meet their obligations and
strengthen the common good.

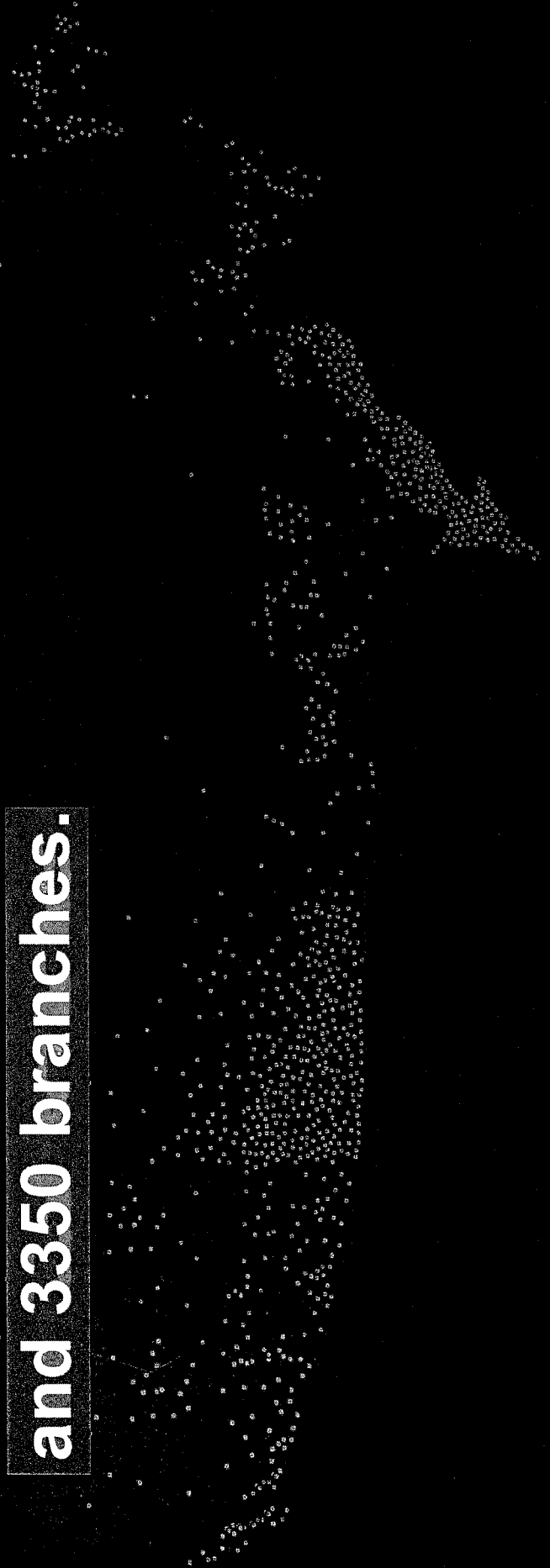


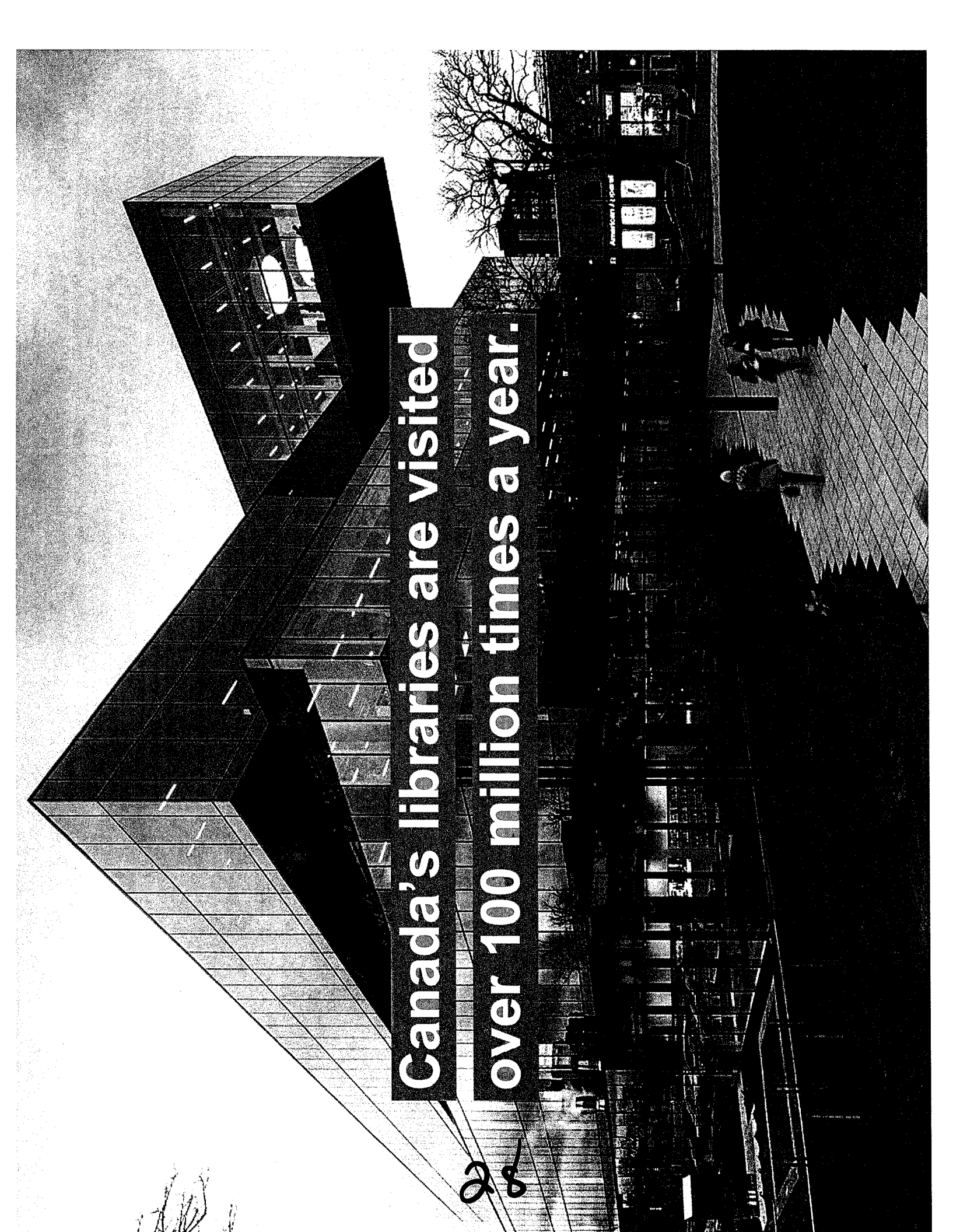
With a vast physical and digital network across Canada, the time has come to recognize libraries as a national asset. Increased investment and strategically leveraging their potential are essential for renewing post-pandemic social cohesion, economic well-being and community resilience. Libraries are the one institution that provide a remarkably broad array of critical supports to our communities, including for knowledge distribution, culture, health, reconciliation, belonging, and our democracy.

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**Canada's libraries are an untapped
national network of social infrastructure
that includes 652 library systems
and 3350 branches.**





**Canada's libraries are visited
over 100 million times a year.**

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Are you looking
for work?

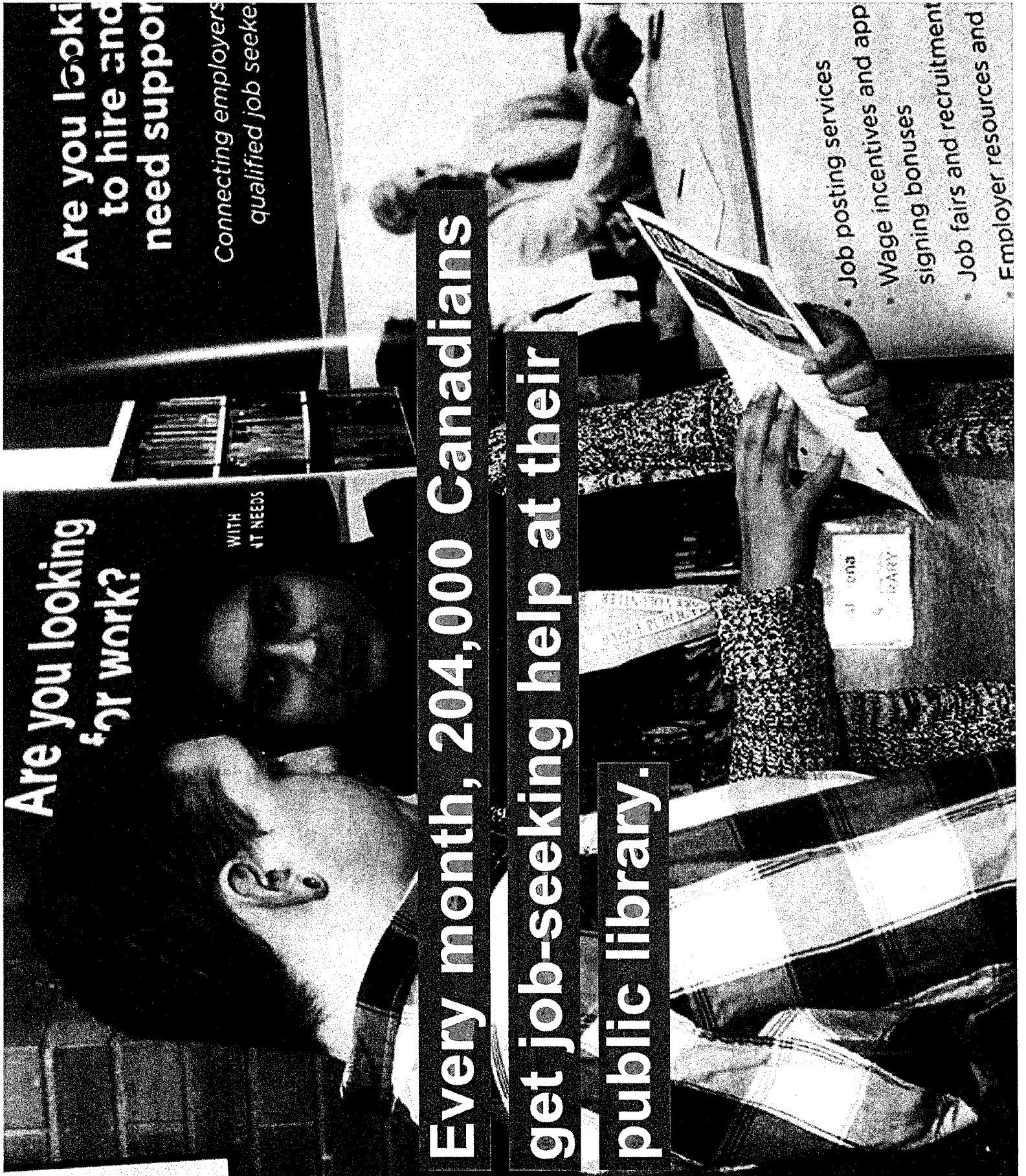
WITH
IT NEEDS


Are you looking
to hire and
need support

Connecting employers
qualified job seekers

Every month, 204,000 Canadians
get job-seeking help at their
public library.

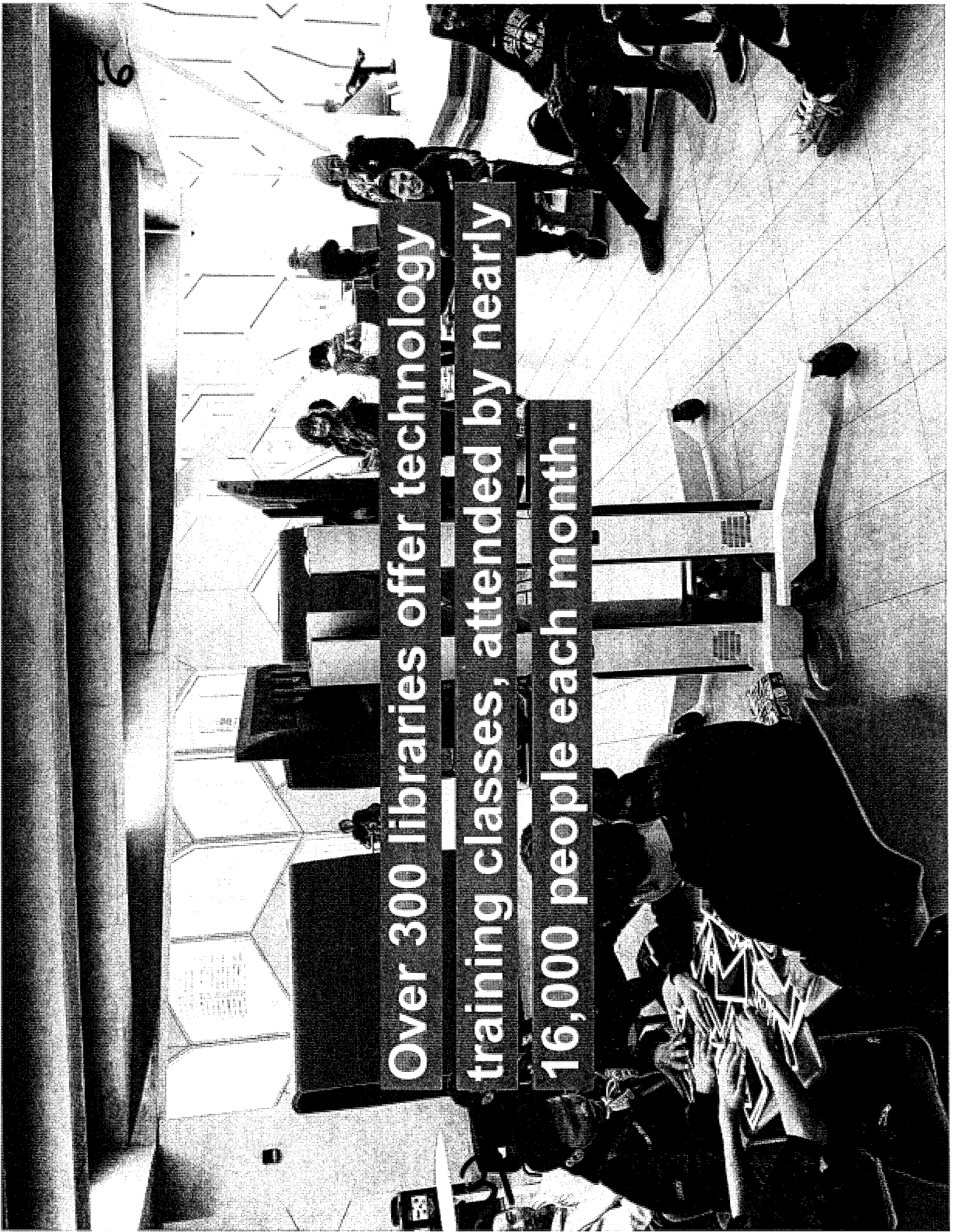
- Job posting services
- Wage incentives and app signing bonuses
- Job fairs and recruitment
- Employer resources and





**540 Canadian libraries provide
free Wi-Fi and support.**

Over 300 libraries offer technology training classes, attended by nearly 16,000 people each month.



LIBRARIES FOR KNOWLEDGE

Libraries provide communities with in-person and remote access to print and digital resources, creating more equitable access to knowledge and services. They continue to evolve, such as by creating different types of learning spaces, from traditional quiet reading rooms to areas for collaboration and the interactive, hands-on acquisition of new skills. By improving literacy, libraries amplify the spillover effects: closing gaps in education, increasing the likelihood of employment and contributing to workforce development.

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LIBRARIES FOR CULTURE

Libraries offer ideal spaces and opportunities to gather in person and online, enabling everyone to share and exchange ideas. They provide opportunities for visitors to access, and even create, culture: to read and listen to diverse authors, enjoy free films, music and dance, and craft new cultural content through interactive activities.

LIBRARIES FOR HEALTH

Libraries have become a key partner in our health care system, working closely with social workers, community organizations and governments. They create and advance better health outcome for everyone, providing programs and services that touch on essential indicators of the social determinants of health: early childhood development, literacy, employability, social inclusion and non-discrimination.

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LIBRARIES FOR RECONCILIATION

Libraries have taken a leading role in responding to the federal Truth and Reconciliation Commission's 94 Calls to Action. They provide programming and collections that elevate Indigenous voices on cultures, languages, places, and knowledge, and address settler-centric structural biases in libraries and information retrieval systems.

LIBRARIES FOR NEIGHBOURHOODS

Libraries are catalysts for neighbourhood and downtown revitalization. From Vancouver to Kitchener to Halifax they've anchored plans to create stronger downtowns. In cities around the world, library services are being introduced into unusual locations like transit stations and grocery stores as well as informally, through casual "sharing" clubs among neighbours, and new platforms for exchange and mutual aid.

LIBRARIES FOR BELONGING

Libraries, by their nature and because they are located at the centre of communities, serve multiple needs in a way that no other public institution in Canada can. In a single day, a public library might be

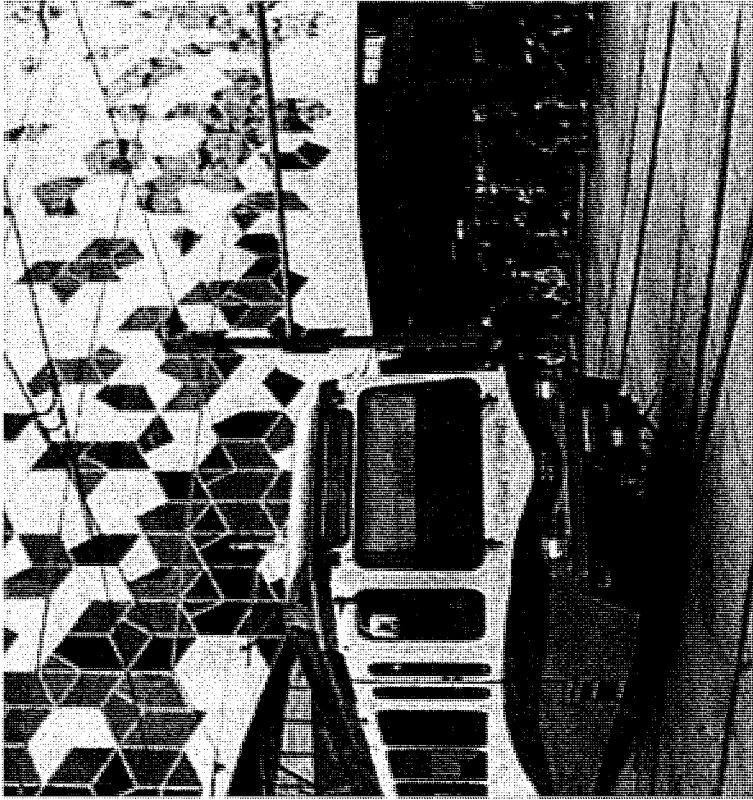
- a place to access culture and information;
- a refuge from domestic violence;
- an election information or polling centre;
- a job search centre;
- a health clinic;
- a place to warm up or cool down;
- a language learning centre for newcomers;
- a place to attend free university classes or concerts; and
- a space for babies, children, caregivers and youth to make friends and form a community.

Libraries are catalysts for connection: the anchors that create stronger downtowns and connected neighbourhoods.

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LIBRARIES FOR DEMOCRACY

Libraries embody the democratic principle that citizens can freely inform and educate themselves. They uphold freedom of expression and freedom to read, and provide access to a wide range of ideas and information that empower individuals to make informed decisions and fully participate in society. They combat polarization by being open and free to everyone, providing the most democratic of spaces in our cities. During elections, many libraries distribute voter information, host all-candidate meetings, and operate as polling stations.



By providing critical supports – knowledge, culture, health, reconciliation, belonging, and our democracy – Canada’s public libraries are quietly fulfilling core mandates at every level of government.

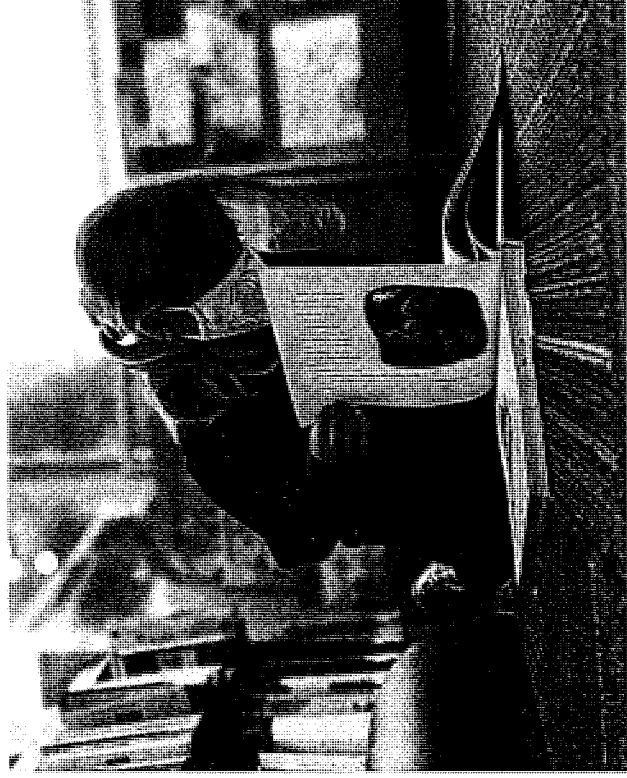
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**THE
COVID
PIVOT**

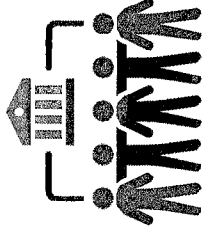


During the COVID-19 pandemic, the one civic institution that emerged as a reliable, safe and essential service, was the public library. From coast to coast, local libraries were able to pivot to serve their communities in a multitude of new ways.



In response to the crisis, libraries mobilized swiftly and decisively, demonstrating a deep understanding of community as they adapted their services to meet local needs.

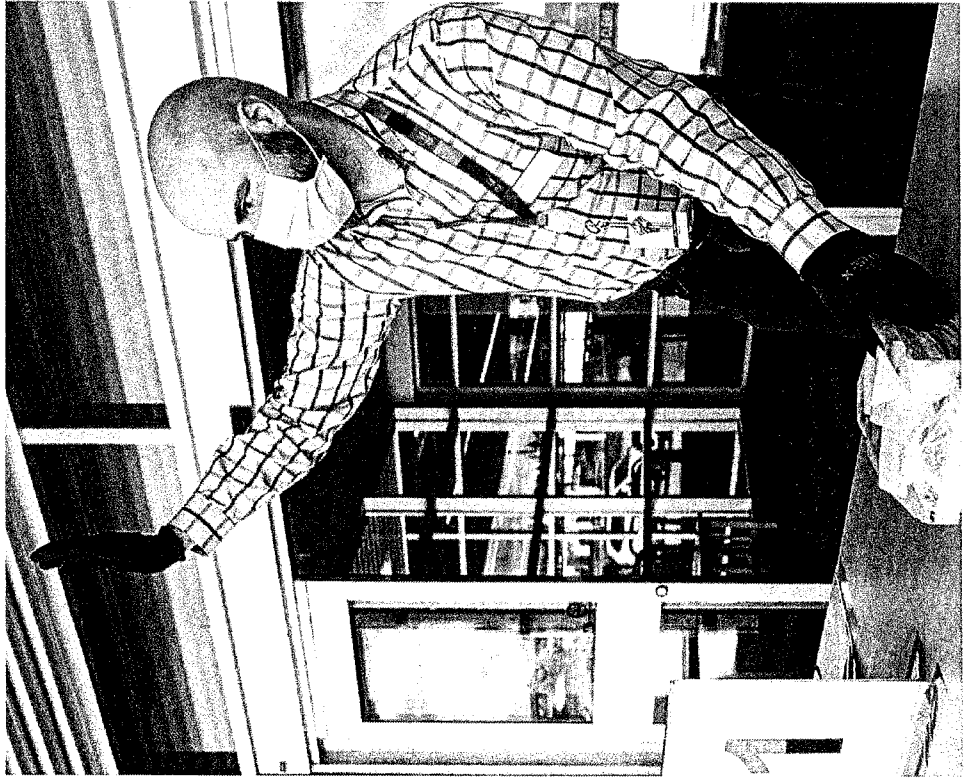
Through their national network, libraries quickly built new standards of practice in response to the pandemic. And through their extensive local partnership networks, they “leaned in” to community in a variety of locally-relevant ways.

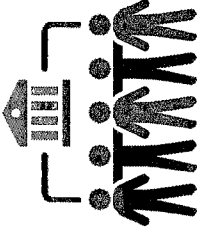


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Some became foodbank distribution hubs, others distributed rapid test kits. Some made personal protective equipment for frontline healthcare workers with their 3D printers, or worked with community organizations to provide Chromebooks and Wi-Fi hotspots to shelters and group homes. Others helped students and seniors connect with others to support their mental health. They distributed social isolation activity kits to families to support their mental health, engagement and creativity when people hunkered down in the early, pre-vaccine days of the pandemic. Staff distributed snacks and menstrual products through their doorways, even when the library was closed, and supplied portable toilets adjacent to their buildings when public washrooms were in short supply. Chief Librarians across the country joined local emergency management teams and readily shared their community knowledge to inform broader community responses.





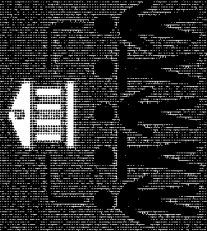
Barriers to service, like library fines, were removed; digital programming was ramped up; lending and distribution systems expanded to distribute laptops and COVID tests. With their rich network of partners, they already understood who would need the most help, and which partners to collaborate with as local needs shifted in response to the pandemic.

Over the decades, with the advent of technology, there was speculation about whether bricks-and-mortar public libraries would become obsolete. Instead, they have become indispensable to their communities, while retaining their traditional role as a place to go for information, to do research and study.



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Quietly, Canada's public libraries have evolved into highly capable partners for every level of government, supporting the common good by serving critical mandates that fall under municipal, provincial and federal jurisdiction.

- Sustaining workplace development
- Reducing hate, racism, harm and violence
- Fostering cultural and artistic diversity
- Championing entrepreneurship and innovation
- Supporting newcomer settlement
- Advancing reconciliation
- Taking action on climate change
- Providing community access points for public services
- Fostering mental health
- Creating spaces for conversations, dialogues and deliberations of information
- Supporting access to knowledge programming

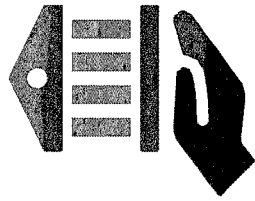


**THE
POST-PANDEMIC
CHALLENGE**

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Libraries are an underfunded asset that support governments in delivering on their obligations to individuals and their families, neighbourhoods, communities, and cities.

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We are only now beginning to understand how profoundly pandemic-related lockdowns and social distancing protocols affected the health of our communities, and how critical libraries were in meeting community needs.



Pressure mounted, and continues to exist, for libraries to provide local services in the absence of adequate social infrastructure and comprehensive mental health care.

This includes dealing with:

- Disrupted school days and curricula: libraries provide children, youth, and post-secondary students with important opportunities for social interaction, as well as support for their schoolwork.
- Skyrocketing mental health challenges among youth: they provided support for young people.
- Seniors struggling with isolation: they provided a source of connection.
- At-risk and vulnerable individuals: they provided shelter, for companionship, and connections to services and opportunities.

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Libraries find themselves as the triage centres on our main streets and downtowns.

They are called on in the absence of adequate social infrastructure and comprehensive mental health care. Increasingly, library workers must take security measures and call first responders to help a person in crisis. For example,

- A rash of violent incidents prompted Winnipeg's Millennium Library to introduce security checks of all patrons.
- The Edmonton Public Library hired staff to work with vulnerable populations and connect them to social services, after it had more than 6,000 interactions with at-risk individuals in just one year. This included almost 100 overdoses where naloxone had to be administered.

In the absence of critical systemic changes to how we deliver and fund mental health care and supportive housing, and address social vulnerability in Canada, libraries are struggling to handle the demands.



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Greater demand and unmet social needs require greater support. Central to this problem is how libraries are funded in Canada.



Today Canada spends \$8 per person (approx.), or \$305 million per year on its urban libraries. In contrast, European countries spend between \$11 and \$60 per person.

Upwards of 90% of funding for Canadian urban libraries comes from municipal governments, although variations exist across provinces. The pandemic and its economic repercussions, as well as the increasing costs of climate change, have added new stresses to municipal budgets that were already under immense pressure.

Libraries are funded from a tax base that does not increase proportionally with population or economic growth, and municipal support for libraries remains flat or fallen in real dollars over several years, despite the addition of many essential new programs and services. The more dire financial repercussions of the pandemic – and the growing mismatch between needed services and available revenue tools for Canada’s largest municipalities – has yet to be fully realized, but it puts libraries and the communities they serve at precarious and increasing risk.

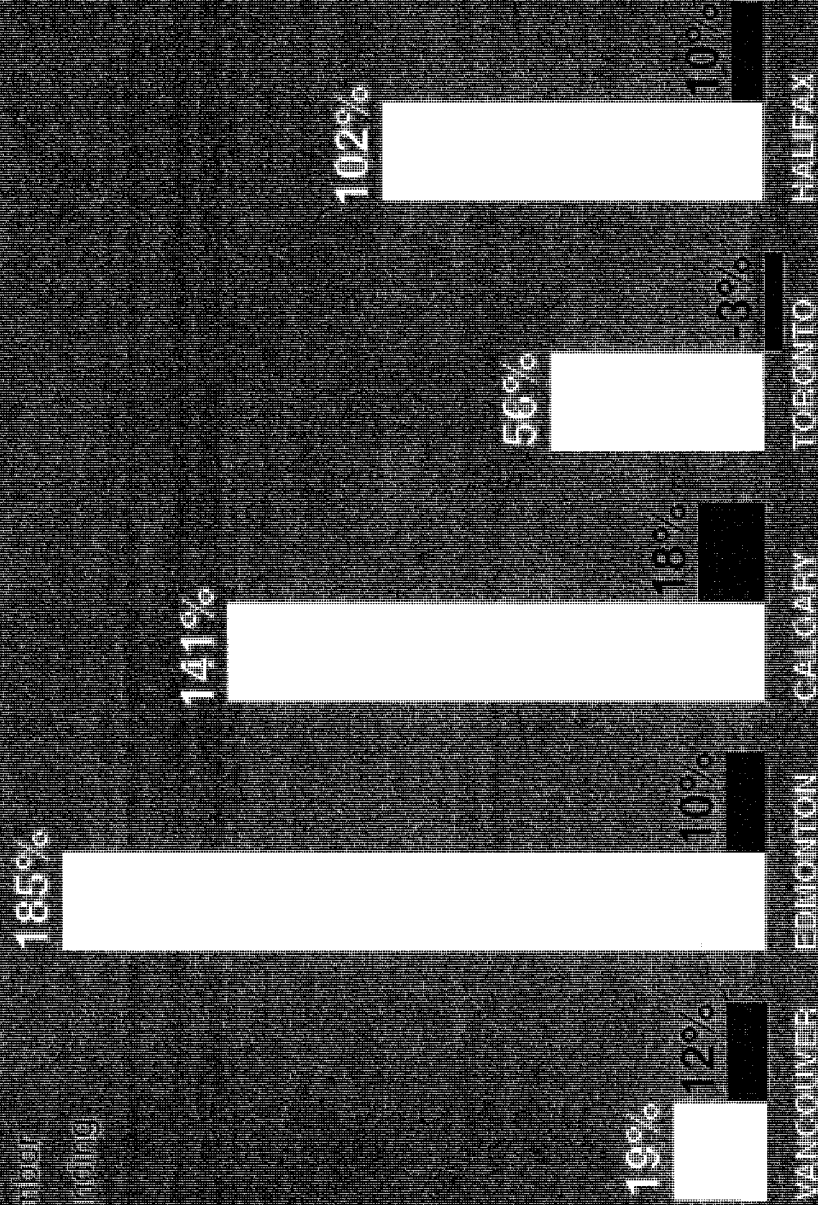
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The funding gap between the growing number of services being provided and the resources to do so is staggering and growing.

Percentage change in annual of library programs and funding 2000-2013



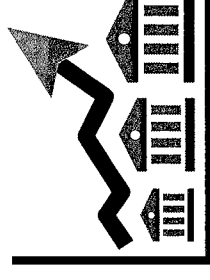
DEMAND SUPPORT

The value proposition for increased investment is clear.

Research undertaken for this report (Appendix) estimates that an investment in library programming generates over six times more in economic and social benefits.

That is, for every \$1 invested in Canada's urban libraries, \$6 is generated in community economic impact, a return of over 600%. In real terms, \$300 million in annual capital and operating funding generates \$2.1 billion in direct economic benefits. This number is significantly magnified when we take into account the social value of libraries in addressing literacy, educational outcomes, and workforce development; culture; mental and physical health; reconciliation; belonging; and the health of our democracy.

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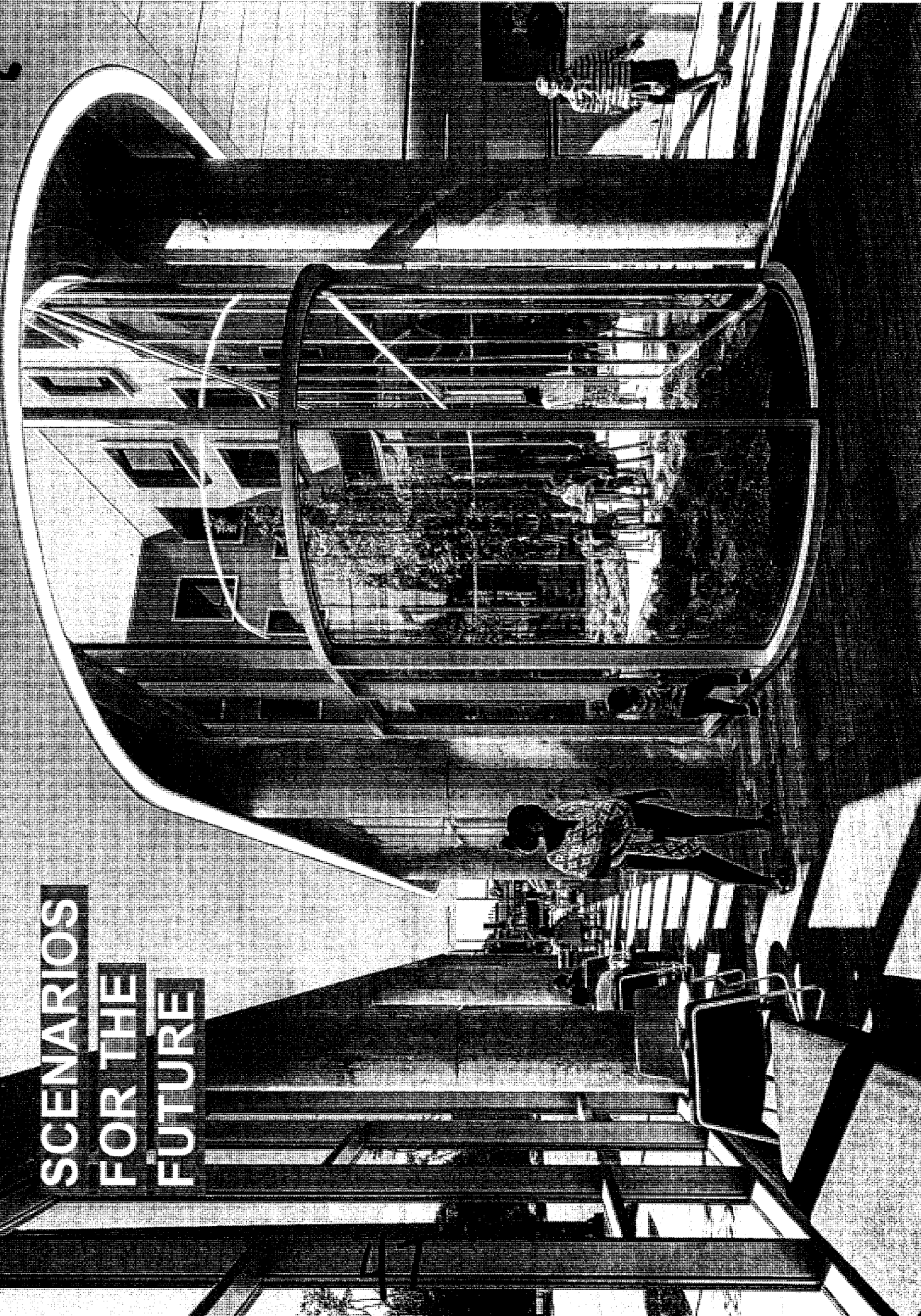


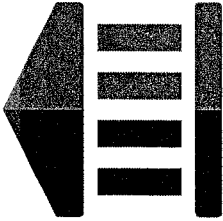
For example, a related finding by the Canadian Children's Literacy Foundation shows that every \$1 invested in early childhood education yields six times the economic benefit. Currently, 45% of Canadians lack the literacy, numeracy, and digital skills that are increasingly necessary to succeed in jobs in the knowledge economy. Libraries have the potential to significantly impact Canada's literacy, numeracy and digital gap. A 1% increase in adult literacy could create an annual economic benefit of \$67 billion for Canada, the equivalent of approximately \$1,800 more in the pockets of each Canadian every year.

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**SCENARIOS
FOR THE
FUTURE**

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CUI developed two scenarios in partnership with Canada's libraries. The first is a plausible "Stretched to the Brink" scenario where library funding continues to decline.
The second is an aspirational scenario, where funding matches the enhanced role being played by urban libraries across the country, right now, every day.

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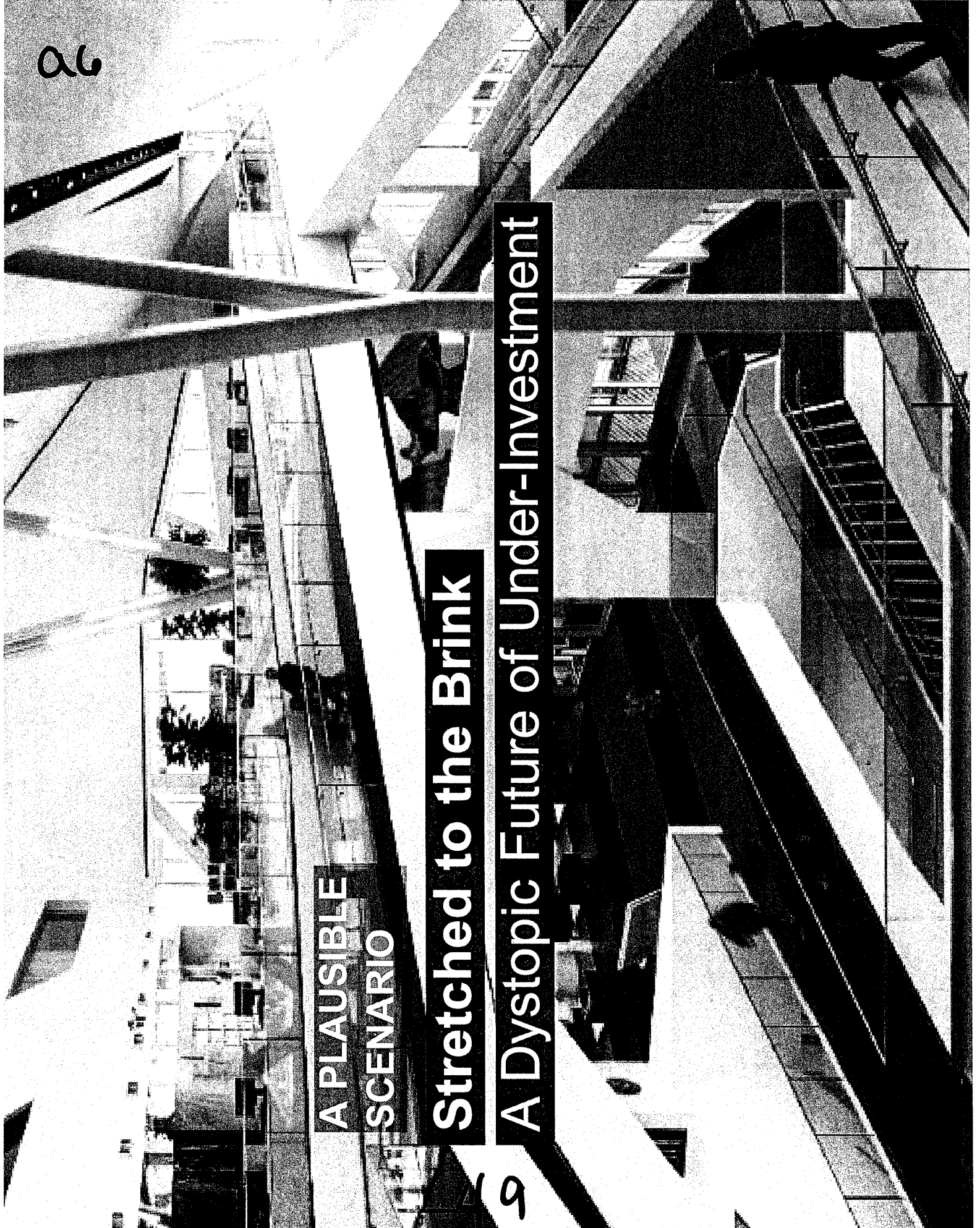
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**A PLAUSIBLE
SCENARIO**

Stretched to the Brink

A Dystopic Future of Under-Investment

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Libraries are no longer able to provide “a space for everyone” as the visitor demographic shifts away from people of all ages and socio-economic status.

The Scenario

While libraries are busier than ever, due to growing demands for new programs and services (especially from newcomers and equity-seeking populations), municipal funding for all public services is declining proportionately to the rise in demand. Post-pandemic tax revenue is dramatically reduced as main street commercial businesses close and transit ridership diminishes. Provincial support remains static and line-item federal support is practically non-existent. Inflation is at its highest level in decades, putting strain on libraries and their visitors.

IMPACTS ON LIBRARIES

More severe funding cuts to core municipal services force libraries to reduce staffing levels, programs and hours of service. The depth and breadth of both physical and digital collections is also reduced, causing fewer titles to be purchased and longer wait times. Social service programs also face budget cuts, and vulnerable populations experiencing homelessness and unemployment have fewer places to go. People take shelter in libraries, putting additional pressure on remaining staff to manage the increasing social disruption and violence that affects everyone’s sense of safety. Community members with greater financial resources stop visiting the local library as often.

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The energy within libraries changes, as they no longer serve everyone. Communities become further polarized between the “haves” and “have-nots” as the divide between wealthy and poor grows. As community members have less exposure and interaction with one another, empathy and community care are less evident.



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IMPACTS ON COMMUNITIES

During the hours that libraries are now closed, there is a rise in criminal activity. Community members become increasingly hesitant to spend time downtown for fear of being victims of crime. Small businesses near the libraries see a decrease in foot traffic, threatening their viability. The municipality responds with increased policing, further diverting funds for library services.

The crisis continues to spiral. Vulnerable populations become even more present on main streets, in commercial lobbies, and any remaining public space like parks and community centres, fire stations, and faith places.

IMPACTS ON COMMUNITY MEMBERS

With reduced library hours and limited access to language learning, free conversation groups and places to spend time and meet others, a sense of belonging does not develop. Newcomers struggle to connect with the local community, and while some newcomers decide to leave Canada, others stay but experience greater loneliness. They express disappointment at not having made friends with people outside their own cultural community and feel the great opportunities they were promised have not materialized.

Those community members without access to the internet at home, and those with a low level of digital literacy who need support, turn to libraries for help. But now that the library is open for fewer hours and there are fewer

librarians and computers, and limited Wi-Fi, people cannot always get the online access to the services they need. They struggle to sign up for government services, enroll in programs, apply for jobs, and stay connected to friends.

With decreased social and cultural interaction, more Canadians experience a rise in xenophobia and discrimination.

There is less trust among community members, which leads to less trust in government. Fewer people turn out to vote because it's more difficult to access polling stations, and they don't think it will make a difference anyway.

Schools observe that children are starting kindergarten with less exposure to early literacy and are less ready for learning.

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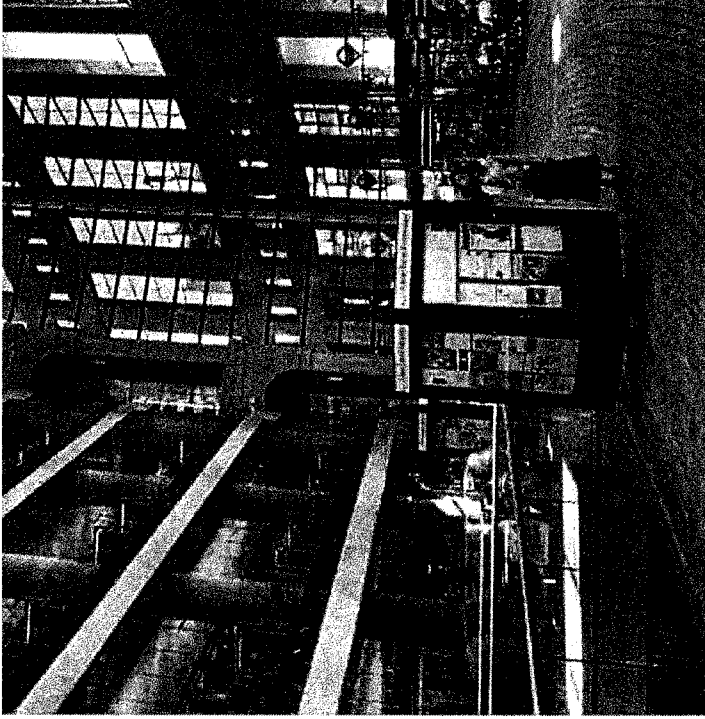
A PLAUSIBLE SCENARIO

Stretched to the Brink

Parents confide that they feel more isolated and overwhelmed by the new costs of educating and occupying their children through private programs. The gap in school performance between children of families who have financial means and those who do not is growing.

Political support for library investment also erodes, and more councillors question the need for libraries at all. Provincial legislation designed to protect libraries from political interference is questioned.

At the same time, deferred library maintenance costs continue to mount, making achieving a state of good repair seem impossible. Conditions worsen, and library spaces are less comfortable and more difficult to keep clean.



COPING

Facing the immediacy of burgeoning demands for social supports, some branches no longer provide programs for young families or after-school activities. As staff morale declines, recruiting and retention challenges and labour shortages rise. The combination of staff shortages and smaller operating budgets has made it necessary for most library branches to reduce their hours of operation.

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Some library systems begin to raise revenue by introducing fees for programs, computer use and even borrowing and admission. Local schools no longer rely on libraries to provide after-school access to computers and programs for youth, which has a direct impact on student outcomes.

As library systems reduce and narrow the scope of services they provide, they hold out hope that they can restore a better balance between providing the library services in their mandate and compensating for broken public and social service delivery systems. They want to see a more diverse constituency of visitors return over time – one that will also advocate for the necessary political support for reinvestment in libraries – but they realize this could take decades.

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**AN ASPIRATIONAL
SCENARIO**

**Resourced for Resilience
Strengthening the Common Good**

Libraries are recognized for their vital role at the heart of their communities. Lessons from the pandemic underscore their importance and ability to pivot to meet diverse local needs.

The Scenario

While libraries are busy due to growing demands for new programs and services, (especially from newcomers and equity-seeking populations), municipal, provincial and federal funding for all public services is increasing with an eye on the long-term benefits. Inflation is at its highest level in decades, but the impact is cushioned by the programs and services available to everyone at local libraries.



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IMPACTS ON LIBRARIES

Libraries across the country are thriving community centres. During the pandemic, they demonstrated their ability to go beyond traditional library services, providing essential information, functioning as vaccination clinics and service centres, and offering free 24-7 Wi-Fi, food, and public meeting spaces. As cities start to recover, libraries are now pivoting again to provide appropriate, well-funded and top-quality services and programs.

Libraries are welcoming places that are universally understood as essential to maintaining the health of communities, and promoting respect, tolerance and a sense of belonging for everyone. Also invaluable – and hard won – is the trust that community members overwhelmingly have in their

libraries to provide them with a broad range of information from many perspectives, and the tools to do their own research and explore their interests, with staff support.

Libraries are poised to fulfil crucial and varied needs, continuing to transform as they did in the decades prior to the pandemic. They are incentivized to innovate their sites and programs through a series of provincial and federal investment programs designed to improve

outcomes according to Canada’s 12 Social Determinants of Health. Governments acknowledge their critical role in ensuring equitable access to the internet by providing specific, core allocations to support broadband access for all Canadians.

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Libraries pivot to become the essential community hub of every neighbourhood in Canada, working in partnership with service providers and key institutions. As the heart of their communities, they provide the primary public infrastructure, available seven days a week and free to everyone. Across the country, they reconfigure their services in unique ways that reflect the neighbourhood and populations they serve. Other critical services are drawn toward the library, and soon, supportive housing and health care providers, schools and transit services are located in close proximity.

Library leaders are recognized for their deep understanding of community and invited to participate in integrated regional planning

efforts that are linked to municipal, provincial and federal investment. They broker partnerships with provincial service providers, and connect with childcare centres, schools and post-secondary institutions to maximize the benefits of integrated service delivery and ensure high degrees of coordination for the public.

Library staff work closely and collaboratively with service providers from other public agencies, hosting a range of services on site or adjacent to library facilities, providing everything from newcomer settlement and passport services to tax clinics and employment workshops to cultural programming. Service coordination and cross-referrals become standard.

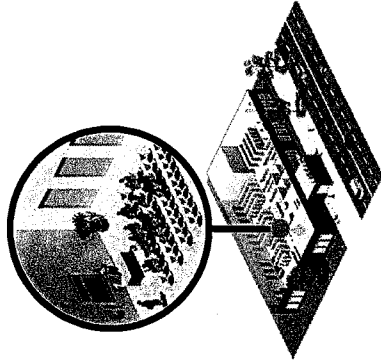
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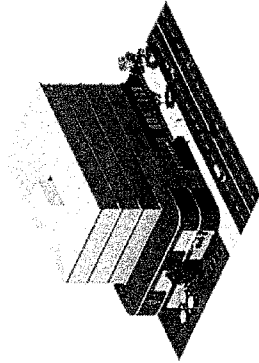
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AN ASPIRATIONAL SCENARIO

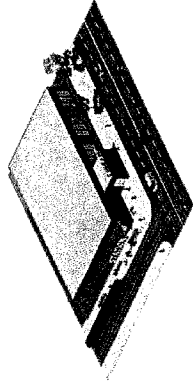
Resourced for Resilience



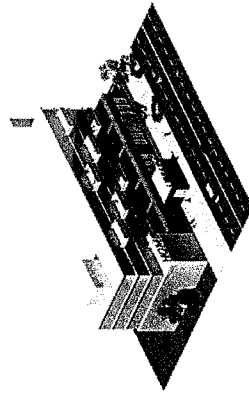
LIBRARY + EDUCATION



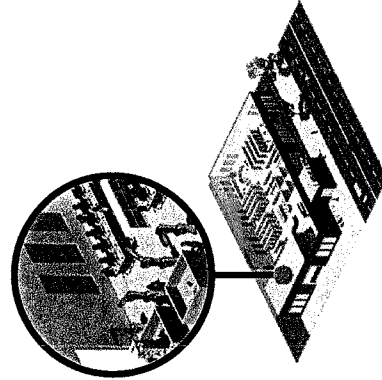
LIBRARY + OFFICE & RETAIL



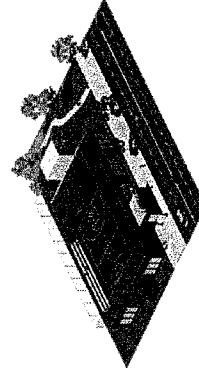
LIBRARY + TRANSIT



LIBRARY + HOUSING



LIBRARY + MARKETPLACE



LIBRARY + RECREATION

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IMPACTS ON COMMUNITIES

These thriving partnerships also make possible a sharing of capital assets. Canada's public libraries sit at the centre of a new service delivery model, one that integrates facilities, programs, services and resources across many different models of delivery.

In some cases, national agencies, including the CBC and Canada Post, relocate to local libraries. Capital costs for new libraries are now part of ongoing plans required by Infrastructure Canada, and they are built specifically to be climate resilient places of refuge, available to all community members during weather-related and other emergencies.

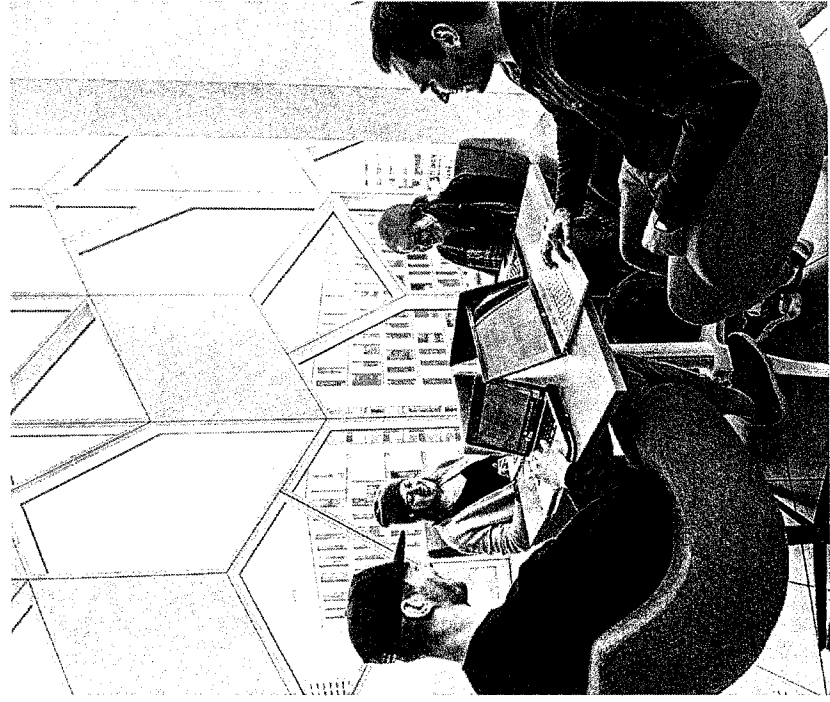
To maintain a state of good repair over the long-term, capital funding for existing libraries is now sourced through the Library Futures Fund, a low-return investment fund created by the federal Social Finance Fund. Government and public pension funds, private philanthropy, and private equity invest in library assets to achieve climate targets – guaranteeing a reasonable rate of return while improving energy performance and sustainability.

Canada's Infrastructure Bank creates a fund for social infrastructure investments, for which libraries are eligible. Library operating costs continue to be primarily covered by municipal budgets, but allocations are tied to inflation and population growth, so are not affected by annual budget reviews.

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Auditor Generals from every order of government repeatedly cite libraries as having the highest return on investment of any publicly funded program.



IMPACTS ON COMMUNITY MEMBERS

The COVID-19 pandemic has shown the power of proximity. Consequently, governments invest in the core of every neighbourhood to provide services of all kinds, locally, that are easily accessed by everyone, and with minimal barriers. For community members with limited mobility – due to public health measures, severe weather, energy costs, age or a lack of transportation – there is easy, ready access to nearby services.

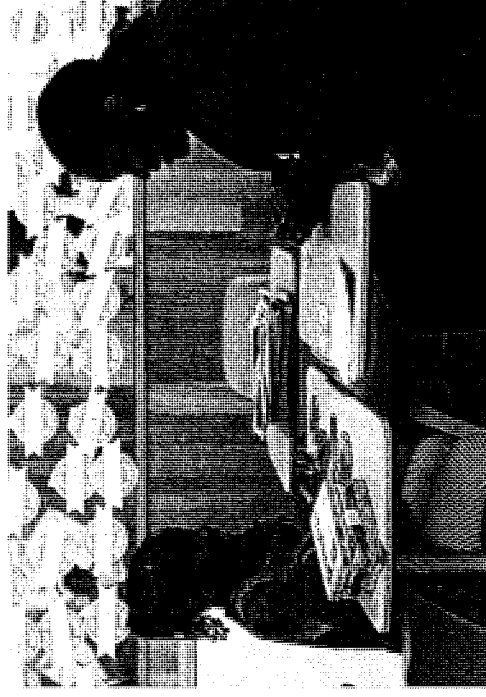
Recent investments and partnerships make libraries highly coveted workplaces for a broad range of trained professionals in technology, information management, design and the arts who are interested in collaborative, inter-disciplinary work environments.

Corporations, entrepreneurs and academic communities seek partnerships with libraries to create innovation and “maker” labs that bridge research and product development with on-the-ground community needs and emerging challenges.

Libraries function as testbeds to ensure youth get hands-on experience with different technologies, and career exposure. They are also indispensable in upskilling an aging workforce that is in constant demand to fill vacancies across all sectors.

Now, with sufficient funding and partnerships, many libraries across Canada are open 365 days a year, providing safe, engaging spaces at all times of day, regardless of historic calendar holidays. Known as the only truly inclusive space,

libraries house the broadest range of activities and visitors, with midnight youth events and dawn gatherings for astrology clubs.



With the shuttering of hundreds of faith institutions, libraries have become the sole community anchor along many main streets, able to provide spaces for community and civic activities, ranging from drop-in programs to drone repair workshops.

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THRIVING

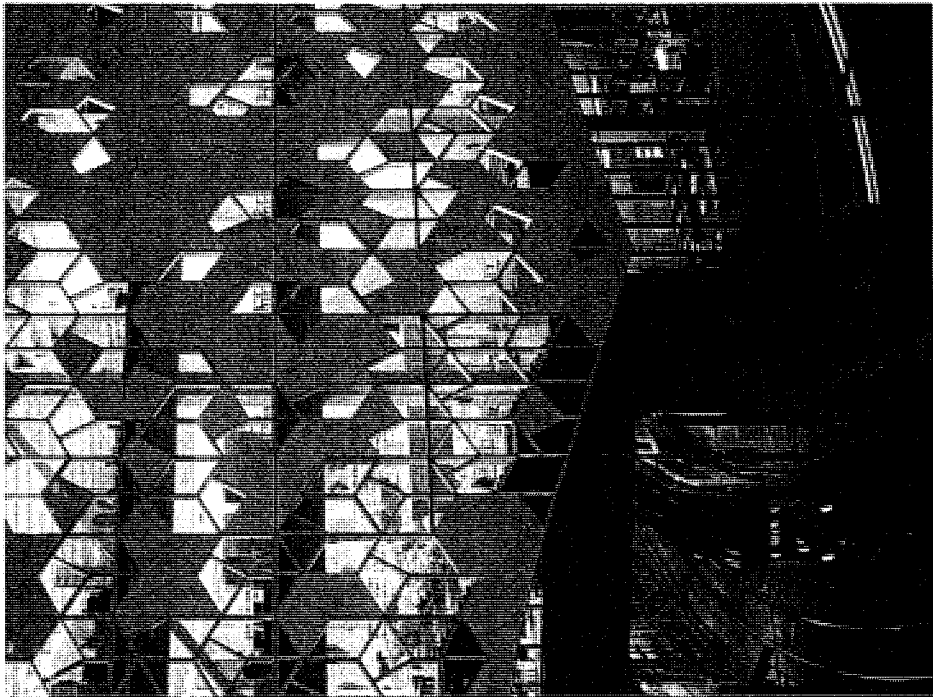
Libraries have become the widely acknowledged “go to” place for programs and services that support community cohesion and resilience, connecting and equipping residents to survive and thrive as Canada adapts to a fast-changing economy, social conditions and climate change.

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Bad libraries build collections,
good libraries build services,
great libraries build communities.

R. David Lankes



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THE WAY FORWARD

MOUNT PLEASANT VILLAGE COMMUNITY CENTRE AND LIBRARY



Libraries are essential to Canada's value proposition of an inclusive and prosperous country. They are the heart of every community, open to everyone, providing connections and experiences essential to our economic opportunities, equity, and democracy. They are essential to social cohesion and the healthy functioning of modern life.



The Way Forward: A Call to Action

The current state of affairs is dire, and the time has come when we must take decisive action. The challenges we face are unprecedented, and the solutions we seek must be bold and innovative. We must work together, across all sectors and borders, to address the root causes of these problems and to build a more resilient and equitable future for all.

Our first priority is to ensure the stability and security of our global financial system. This requires a coordinated effort to address the risks posed by excessive debt, asset price bubbles, and the growing inequality of income and wealth. We must implement measures to strengthen financial institutions, improve regulatory oversight, and ensure that the benefits of economic growth are shared more broadly.

Second, we must focus on sustainable development and the protection of our planet. Climate change is no longer a distant threat; it is a present and escalating crisis that demands immediate action. We must transition to a low-carbon economy, invest in clean energy technologies, and protect our natural resources for future generations. This is not only an environmental imperative but also an economic one, as a healthy planet is essential for long-term prosperity.

Finally, we must address the social and human challenges that have been exacerbated by the economic downturn. This includes reducing poverty, improving access to education and healthcare, and promoting social justice and equality. We must ensure that no one is left behind in our recovery and that we build a more inclusive and resilient society.

The path forward is clear, but it requires a commitment to collective action and a willingness to embrace change. We must work together to overcome the obstacles that stand in our way and to build a better, more sustainable future for all. The time has come to act.

For more information, please contact [Organization Name] at [Contact Information].

THE UNIVERSITY OF TEXAS AT AUSTIN

Expanding Direct Operational Possibilities

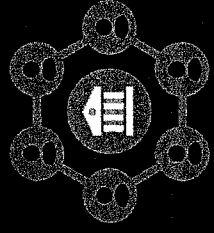
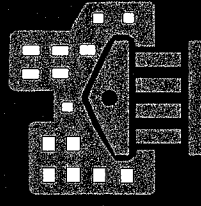
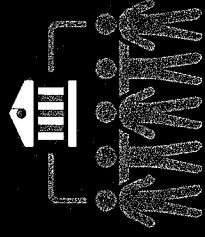
As business processes, operations, and systems evolve, it is essential to address operational, data, and security needs, and work with the right partners to ensure success.

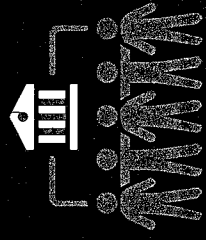
Establish Operations as Critical Infrastructure

As a community, we must work to strengthen the security of our infrastructure, and ensure that we have the right partners to help us do so.

Formally Recognize Operations as Critical Infrastructure

As a community, we must work to strengthen the security of our infrastructure, and ensure that we have the right partners to help us do so.





Today, libraries across the country are stretched beyond capacity, and some have essentially been turned into crisis centres as the last safe haven for vulnerable populations.

While Canada's urban libraries are intentionally accessible and welcoming spaces for all residents – including those at risk – they are not the appropriate public space to address the serious mental health and addiction issues being experienced across the country.

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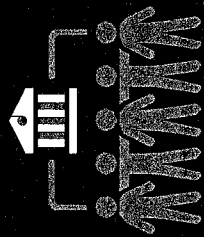
GOALS

- Reduce the frequency and severity of social disorder and violence
- Established, appropriate crisis response approaches
- Reinforcement of the role of libraries as accessible community hubs that can refer visitors through referral networks
- Restoration of the perception and reality of libraries as welcoming places for everyone

OUTCOME

Safe, accessible and welcoming libraries for everyone

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Priority 4
Relieve Cumulative Operational Pressures

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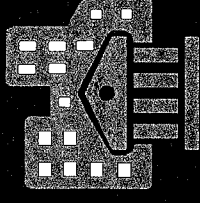
MUNICIPAL AND LOCAL ACTIONS

- Confirm deferred maintenance/costs to maintain state of good repair for library systems
- Review the municipal Strategic Plan and prioritize alignment with library services
- Engage libraries early and often in municipal planning and neighbourhood development
- Hear from library CEOs (or their designates) on the impacts of homelessness and treatment of mental health and addictions, to enhance understanding
- Prioritize libraries and their adjacent neighbourhoods as priority areas for coordinated services and investment in mental health, addiction and public safety

- Work with library systems to improve community emergency preparedness, including as places of refuge in response to climate events

PROVINCIAL & FEDERAL ACTIONS

- Develop a pan-Canadian strategy on mental health and addiction that would include public library leadership
- Develop rapid response strategies including libraries as referral centres
- Increase provincial funding for (1) integrated community-based mental health and addiction services for people with complex needs, to reduce vulnerability, and (2) support libraries in being able to refer individuals in need



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Governments must recognize the intrinsic role of libraries as community infrastructure, as critical as transportation, sanitation, emergency responders and hospitals. Further, provincial and federal governments must invest in the vast network of libraries to reach Canadians from coast to coast to coast, in order to achieve their most important mandates: addressing climate change, Indigenous reconciliation, affordability, and digital equity.

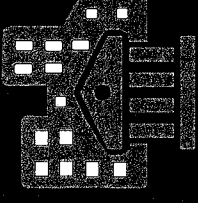
GOALS

- Strengthened community resilience and disaster preparedness by equipping libraries
- Reinforcement of democratic principles of access to information, Indigenous reconciliation, inclusion and citizenship through libraries
- Funded services and programs in libraries to support municipal, provincial and federal priorities

OUTCOME

Community resilience is strengthened through funding of libraries to be able to work with community partners to deliver on municipal, provincial and federal priorities

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MUNICIPAL AND LOCAL ACTIONS

- Review municipal Strategic Plans and identify priorities for alignment with library services
- Integrate libraries into planning across municipal department divisions, services and workplans, as knowledge hubs and program delivery centres
- Centre redevelopment and new developments around libraries, with proximity to other public services, affordable housing and community facilities

PROVINCIAL AND FEDERAL ACTIONS

- Establish a National Task Force on the Future of Public Libraries to:

- Undertake a comprehensive national assessment of the value and impact of public libraries on community well-being and health
- Aggregate data on the state of library buildings to create a long-term investment plan for renovations and construction of new libraries, including in multi-use facilities
- Contribute to the program development of Canada's Long-Term Funding Plan for libraries, acknowledging the library's role in supporting broadband access through the network of libraries
- Identify whole-of-government leveraging opportunities for strategic partnerships among federal agencies and libraries for local service delivery



Despite the essential role public libraries play in addressing government priorities, they remain chronically underfunded.

Today's reliance on municipal funding is not sufficient to meet the growing expectation of libraries to serve their communities in multiple ways. Libraries need to be invested in as Canada's most trusted institution.

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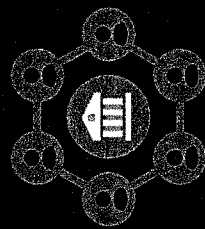
GOAL

→ Formalized funding that recognizes libraries' expanding roles and resources them through a sustainable, blended funding pool, with contributions from municipal, provincial and federal governments.

OUTCOME

Stable and diversified revenue for libraries

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MUNICIPAL AND LOCAL ACTIONS

- Create accountability mechanisms, such as benchmarking, to ensure local library funding keeps pace with inflation and is not annually at risk
- Equip municipal leaders with advocacy tools to increase provincial and federal support

PROVINCIAL & FEDERAL ACTIONS

- Look for mechanisms to commit provincial core funding for library operations, acknowledging the role libraries play in delivering on provincial priorities
- Explore the potential for a per capita funding allocation that supports libraries as deliverers of federal priorities, as part of the next iteration of the Investing in Canada Infrastructure Program/ Long-Term Infrastructure Plan.

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OVERDUE

The test of COVID-19 made crystal clear the importance of community members having reliable, safe and accessible places close to home, to gather information and find support. There's no predicting our next collective challenge, only the knowledge that there will be one. It's incumbent on all of us, as urban stewards building one of the most urbanized countries in the world, to address the challenges and seize every opportunity to strengthen one of our most valuable civic assets: our public libraries.

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Canada's workforce will increasingly be challenged by an aging population, requiring better supports for Canadians wishing to work longer and needing to upgrade skills to remain competitive.

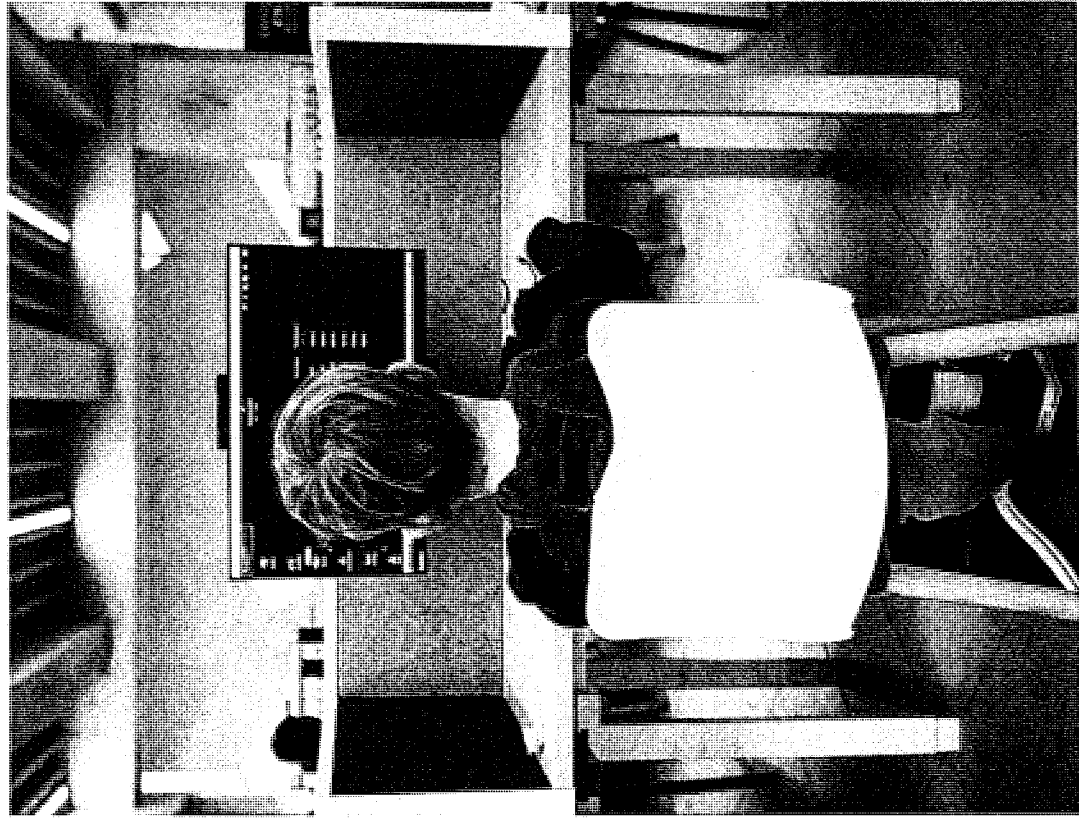
With an increasing reliance on technology, all Canadians need to have digital access and support in navigating the information they find. Artificial intelligence, detecting disinformation and new technological interfaces can all be better understood with the assistance of a librarian and library programs.

Canada will need to support lifelong learners and entrepreneurs to keep pace with technology and adapt to a fast-changing economy and labour market.

Communities will see increased shocks and stresses stemming from climate change, technological disruptions and global political and social upheaval. Equitable access to free public libraries where all community members are welcome is essential to social cohesion and our democracy.

Concurrently, higher levels of immigration will welcome 500,000 immigrants annually by 2025. Newcomers rely on public libraries for services such as language training, job search assistance, access to computers, and to establish connections essential to settlement. Early literacy programs and language classes offered in libraries will be key to providing the children of new immigrants with a successful start to their education in Canada.

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Business magnate and philanthropist Andrew Carnegie invented the free public library by providing funding for more than 2,500 public libraries in many parts of the world, including 125 in Canadian communities, between 1883 and 1929. What began as private philanthropy has become an essential public service.

Post-pandemic, we have this moment for a once-in-a-generation shift in how we secure the social, economic and environmental future of Canadian communities and cities. We are overdue for this change – one that recognizes that investment in this national asset can renew social cohesion, contribute to economic growth, and support community resilience for the future.

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Survey of CULC Library Systems

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Canadian Urban Libraries Council (CULC) membership consists of 49 library systems across Canada's largest urban areas. Due to the number of requests that CULC already makes of its membership and to encourage completions, a survey was prepared to maximize the amount of necessary information obtained while minimizing the amount of time required to complete it.

The primary goal of the survey was to collect information on what programs and services each of the library systems is currently offering. Annual reports, websites and other sources were obtained and reviewed to identify offered programs and services. Those were then manually clustered around 10 themes/topics.

The themes/topics identified were:

- Physical Lending/Access
- Digital Lending
- Bookable Space/Facilities
- Kids and Family Programs
- Teen Programs
- Older Adults Programs
- Newcomer Programs
- General Audience Programs
- On Site Social/Support Services
 - Community Outreach
- Retail/Office Co-Location

Five to fifteen specific programs and services were identified for each theme.

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Additionally, the survey requested information about when each of the various demographic groups returned to the library, any additional programs/services for each theme, other community partnerships, COVID-19 recovery priorities, and contact information for follow up questions.

In total, the survey identified 88 programs and services. The approach taken was to identify which of the 88 identified programs and services were being offered by each library system, and then to follow up and ask for detailed cost, benefit, and number served (e.g. program participants, books lent), information from 2022. In effect, by knowing who does what and the costs and benefits for a specific library for each of the programs/services, the overall impact could be (roughly) estimated without requiring many hours of data collection and reporting for each system.

The survey was launched on November 14, 2022. Results were accepted through December 18, 2022. Forty of the 49 CULC members submitted responses. This should be interpreted as a 100% response rate from participating library systems, as the remaining members are not library systems or are not community focused (e.g., Library and Archives Canada and Bibliothèque et Archives nationales du Québec).

The 88 programs and services were distributed in twos and threes across the 40 respondents, with each assigned the programs/services that they reported doing. Generally, a library was asked about programs/services within the same theme to keep the data collection and reporting less streamlined. Detailed responses were obtained from 28 of the 40. For 62 of the 88 programs/services.

On average, about half of the library systems reported doing the activities for which additional information was not collected. As a result, the economic impacts estimated here understate the actual total, combined impact. The unreported programs and services are generally specific in nature, so their absence is not expected to result in a major underreporting of total impact, but the “real” number would be higher if these were included.

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Advancing Social and Economic Well Being

COVID 19 Priorities

In addition to the questions on two questions on COVID-19 recovery were repeated and a series of questions on when specific groups returned to the library were asked.

Table A1. Pandemic recovery priorities

What are the most important roles of public libraries to help our communities recover? Identify and prioritize your top 3	Total	Share (%)	1	2	3
Helping community members be informed and connected	34	85%	18	8	8
Building cohesion in community	26	65%	10	6	10
Supporting community members suffering from social isolation	23	58%	3	12	8
Connecting people to government support and services	18	45%	3	8	7
Helping low-income families and groups to return to normal	13	33%	6	3	4
Supporting job seekers	8	20%	3	3	2
Supporting small businesses and entrepreneurs to restart the economy	4	10%	3	0	1

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The first question asked respondents to select their top most important 3 roles of the library for pandemic recovery” (see Table A1). Each of the options was selected as a top priority by at least 3 library systems. And while almost all the libraries (34 of 40) selected “Helping community members be informed and connected” their top 3, there was not uniform agreement on the most important roles. These results are consistent with the argument that individual library systems have customized their priorities and offerings to best

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meet the needs of their specific communities. The second question asked respondents to identify their priority population (Table A2). Every available option was selected by at least two library systems. While over 80% (33 out of 40) selected “children and family” or “vulnerable populations”, evenly split between two. The results also show libraries prioritizing programs/services based on the community’s needs and the library’s capabilities.

Table A2. Return of specific populations

During recovery, the population that is most important for my library to focus on is: (select one)		
Children and Family	17	42.5%
Vulnerable Populations	16	40.0%
Seniors	3	7.5%
Newcomers	2	5.0%
Youth	2	5.0%

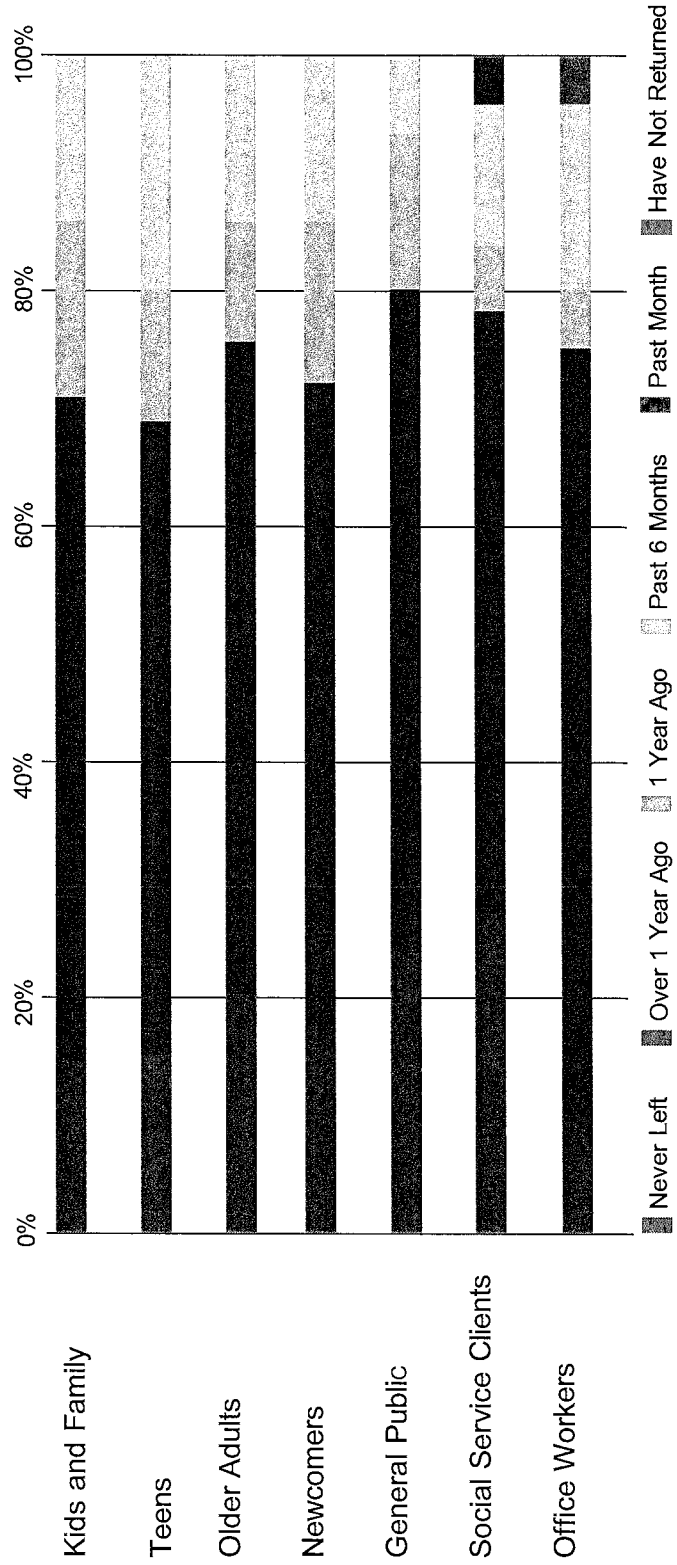
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Figure 1A shows the when specific groups of clients returned to the library. For all libraries, for almost every client group, they either never left or have returned within the past 6 months. Generally, most library systems saw most client groups return. Around 15% of libraries had at least one client group that

never left and about 10% had one or more groups return within the past 6 months (second half of 2022). The nonuniformity and range of these results again demonstrate that the Covid-19 experience and response varied from system to system.

Figure A1. When clients returned to the library



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Who Is Doing What?

Findings: Programs and Services

Table 3 lists the 88 programs/services and the count and share of respondents who reported undertaking that activity. Several activities are being provided by all libraries, and each unique activity is being provided by at least two library systems.

Table 3. Programs and services by use

Theme/Topic: Program/Service	# of Respondents	Share %
Digital Lending: eBooks	40	100
Digital Lending: Digital audiobooks	40	100
Digital Lending: Digital newspapers	40	100
Physical Lending/Access: Books	39	98
Physical Lending/Access: DVDs	39	98
Digital Lending: Digital magazines	39	98
Kids and Family Programs: Storytime	39	98
Kids and Family Programs: Dedicated kids and family spaces in the library	39	98
Physical Lending/Access: Music	38	95
Physical Lending/Access: Public Wi-Fi	38	95
General Audience Programs: Computer and technology training	38	95
General Audience Programs: Author talks, lectures and panels	38	95

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Bookable Space/Facilities: Meeting rooms	37	93
General Audience Programs: Book clubs and reading circles	37	93
On Site Social/Support Services – Community Outreach: Partner with local community organizations to develop community resources	37	93
Digital Lending: Streaming video	36	90
Kids and Family Programs: Reading and/or writing support programs	36	90
Kids and Family Programs: Kids book clubs / reading buddies	36	90
Older Adults Programs: Digital life skills for seniors	36	90
Digital Lending: Streaming music	35	88
Bookable Space/Facilities: Study rooms	34	85
Teen Programs: Multi-media production, robotics, or other tech-related workshops	34	85
Physical Lending/Access: Computers (includes Chromebooks)	33	83
General Audience Programs: Programs on Truth and Reconciliation	33	83
Digital Lending: Digital comics	32	80
Bookable Space/Facilities: Community multipurpose rooms	32	80
General Audience Programs: Business and employment (e.g. interview skills, work culture training, job search)	32	80
On Site Social/Support Services – Community Outreach: Areas for warming or cooling during extreme weather	32	80
Newcomer Programs: Language learning programs	31	78
General Audience Programs: Posting of civic information (e.g. election information, city hall services, etc.)	30	75
On Site Social/Support Services – Community Outreach: Partner with health agency to provide information and services	30	75
General Audience Programs: Tour of the library	29	73
Bookable Space/Facilities: Multi-media lab	28	70

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Teen Programs: Arts classes or workshops	28	70
Older Adults Programs: Lectures and panels on positive mental health and brain health	28	70
Retail/Office Co-Location: Community centres	28	70
Bookable Space/Facilities: Conference rooms	26	65
Bookable Space/Facilities: Larger Event Space for more than 50 people	26	65
Teen Programs: Reading and/or writing workshops	26	65
Older Adults Programs: Personal financial planning	26	65
Newcomer Programs: Library Services in multiple languages	26	65
Newcomer Programs: Job search support and skills program	26	65
Newcomer Programs: Online resources for newcomer services	26	65
General Audience Programs: Digital creation (e.g. animation, self-publishing, etc.)	26	65
Teen Programs: Teens Book Club	25	63
Older Adults Programs: Senior social events	25	63
General Audience Programs: Performance art events	24	60
Teen Programs: Game Nights for teens	23	58
Newcomer Programs: Access to settlement workers	23	58
General Audience Programs: Film Screening	23	58
Physical Lending/Access: Tablets (iPad)	22	55
Physical Lending/Access: Passes to cultural organizations (such as museums)	21	53
Bookable Space/Facilities: Exhibition Space	21	53
General Audience Programs: Oral history and stories	21	53
Physical Lending/Access: Passes to national parks	19	48
Newcomer Programs: Citizenship practice test or preparation courses	19	48
Physical Lending/Access: Musical Instruments	18	45

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Teen Programs: Support for college application, financial aid or other career readiness programs	18	45
Older Adults Programs: Support to access options to age in place	18	45
Older Adults Programs: Creative aging programs	18	45
General Audience Programs: Literacy Van, Bookmobile or Books to Go	18	45
Bookable Space/Facilities: Theatre	17	43
Older Adults Programs: Telephone seniors who might be socially isolated	16	40
Newcomer Programs: Personal financial planning	15	38
Retail/Office Co-Location: Café	15	38
Bookable Space/Facilities: Outdoor space	14	35
Kids and Family Programs: Nature walks	14	35
Newcomer Programs: Newsletter or centralized information for newcomers	14	35
On Site Social/Support Services – Community Outreach: On-staff “community services navigator” to help people understand and navigate the system to access need social, justice and/or health services	14	35
On Site Social/Support Services – Community Outreach: Partner with local partners and organizations to provide food for those in need	14	35
Retail/Office Co-Location: Municipal government office	14	35
Older Adults Programs: Support to navigate change with aging	13	33
Teen Programs: Mindfulness workshops	12	30
On Site Social/Support Services – Community Outreach: On-staff social workers	11	28
Retail/Office Co-Location: Gallery	11	28
Retail/Office Co-Location: Gym	11	28
Physical Lending/Access: Tools	8	20
Retail/Office Co-Location: Library store / Boutique	7	18
On Site Social/Support Services – Community Outreach: Community fridge	6	15

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Retail/Office Co-Location: Housing	6	15
Teen Programs: Counselling	5	13
Retail/Office Co-Location: Museum	4	10
Retail/Office Co-Location: Provincial government office	4	10
Retail/Office Co-Location: College/University office	3	8
On Site Social/Support Services – Community Outreach: Shower facilities	2	5
Retail/Office Co-Location: Movie Theatre	2	5
Retail/Office Co-Location: CBC	2	5
Retail/Office Co-Location: Federal government office	2	5

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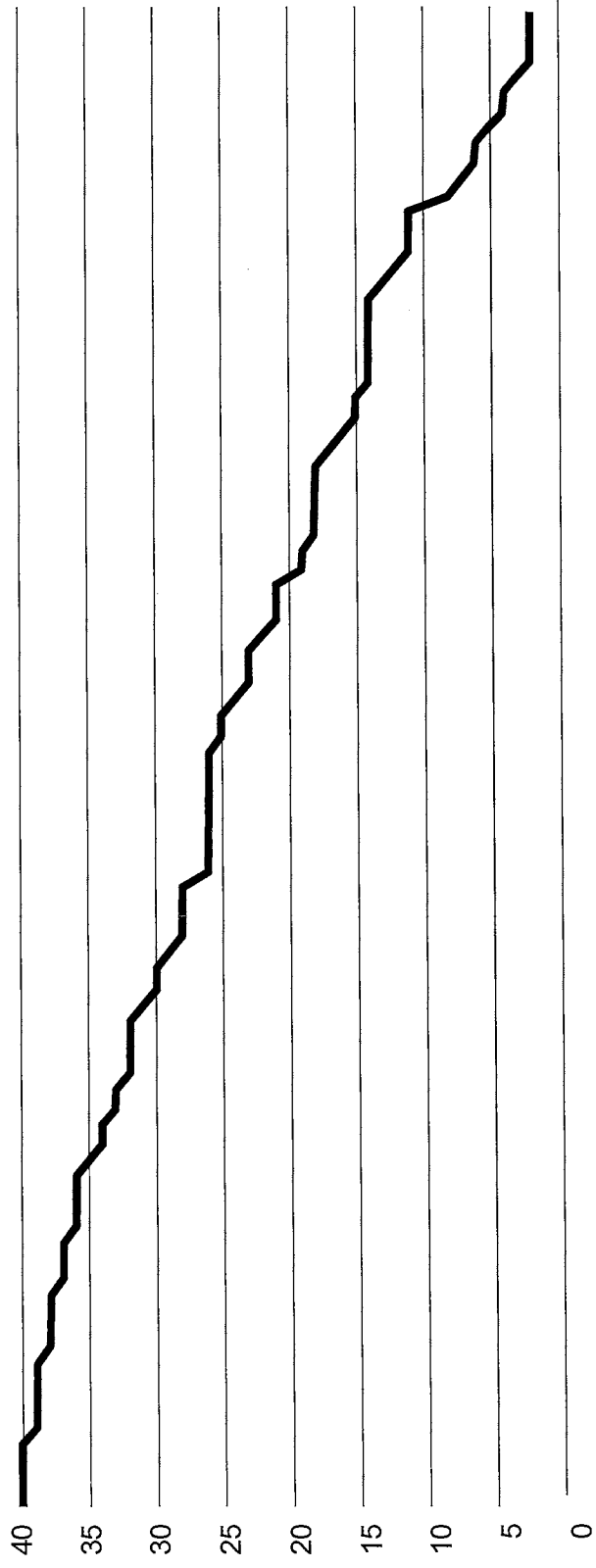
How Many Are Doing What?

Figure A2 shows the number of library systems offering each of the 88 programs/services. While there are a few offerings provided by some libraries and every offering by at least two library systems, some offerings are available at most libraries and some are only available at a few libraries. The results span the full range. Canadian urban libraries

are not monolithic in their offerings. The mix of programs and services offered by each varies. While some consistencies are seen, and expected, inconsistencies are also present. This result reflects that individual library systems are uniquely responding to their specific communities' needs and the library system's own resources and capabilities.

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Figure A2. How many are doing what



Estimated Economic Impact of Canadian Urban Libraries Methodology and Findings

The following process was used to estimate the overall economic impact of Canada's urban library systems. The impact is measured as the excess benefits created relative to the cost of providing and administering a program or service. It is based on the number of people attending the program or using the service (borrowing a book) and their individual benefit.

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Step 1

Ten physical and digital lending services are separated out for special processing so that separate estimates could be developed based on the 2021 Census population for the Census Area served by each library system.

- Physical Lending/Access: Books
- Physical Lending/Access: DVDs
- Physical Lending/Access: Music
- Physical Lending/Access: Public Wi-Fi
- Digital Lending: Digital comics
- Digital Lending: Digital magazines
- Digital Lending: Digital newspapers
- Digital Lending: eBooks
- Digital Lending: Streaming music
- Digital Lending: Streaming video

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Step 2

Of the remaining 78 programs and services, detailed cost/benefit information was received for 52:

- Population served (and number)
- Cost
- Number of participants
- Tangible (\$) benefit per participant
- Intangible (non-monetary) benefits

Step 3

For the 52 programs/services with detailed cost/benefit information, the number of library services offering program/service was counted.

Step 4

An estimate of the total Canada-wide costs, participants, and benefits is calculated. This assumes that the reported numbers would be equally applicable to all other libraries that are

offering a similar program/service. By spreading the request for detailed information across all libraries and removing those items that are clearly influenced by underlying population (#1), the estimate is not biased in any way, and the tremendous nationwide effort that would be required to estimate every program/service for every library system is avoided. It creates a very rough estimate but the actual variation should be “white noise” with some total impacts over-estimated and an equal number under-estimated. This is the best that could be done within the timeframe and resources available.

As an example, a library system reported that for “Teen Programs: Game Nights for Teens” in 2022:

- It cost them \$3,000 to provision for and administer the program, which includes board and electronic games
- 341 individuals participated during the year in sessions

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- It provided this for free, purchased and providing games, and prizes
- The average benefit was \$25 per person based on the usual average cost to participate in something similar organized through MeetUp or other for-profit venues would have a minimum purchase requirement.
- In 2022, the total benefit to the community for hosting teen games nights was \$8,525.
- The net benefit was \$5,525.
- 23 library systems reported that they provide "Games Nights for Teens"
- Therefore, the total economic benefit provided across Canada by the libraries that provide "Game Nights for Teens" is \$127,075.
- If all 49 CULC members provided this program (discussed more in the next section), the total benefit would be \$270,725.
- The thoughtful response from the library also included this response to the prompt about intangible benefits also arise from providing this program: Engaging in games helps teens in problem solving skills, better social skills when gaming in a group. Games can improve manual dexterity and stimulate imaginative play and creativity. Gaming is also a great way to improve literacy skills as games tell stories in new and exciting ways. The library provides opportunities for teens to engage with games in a safe and welcoming environment."

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Step 5

Returning to #1 (physical and digital lending) and separately developing estimates that take into account regional population,

- The per person estimates then combined with Census 2021 population estimates for each of the 40 library systems included in this study.

- Ten different libraries were asked to provide cost, number served and benefits for each of the ten lending options. The 2021 Census population numbers (for the CMA or CA that includes the library system) were then used to normalize the costs, service provided and benefits per person.

- Accumulating each library for each of the ten physical and digital lending opportunities result in an estimated Canada-wide economic impact from lending activities.

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Table A4 is the result of combining all of this information.

Table A4. Total economic impact of Canada's urban libraries

Total Economic Impact from Canada's Urban Libraries	Cost (\$m)	Served #	Total Benefit (\$m)	Net Benefit (\$m)
Programs/Services (52)	205,398,323	55,289,329	627,525,391	422,127,068
Physical/Digital Lending (10)	101,004,045	260,296,271	1,502,546,053	1,401,542,008
Total	306,402,368	315,585,600	2,130,071,444	1,823,669,076

Overall, Canada's urban libraries are creating \$2.1 billion in community economic impact on just over \$300 million in cost.

The overall return is nearly \$6 for every \$1 spent. Much of this is driven by providing free access to physically or digitally published goods, but the other programs and services return on average more than \$2 for every \$1 spent. Based on the 2021 Canada wide Census population of 36,991,981, every man, woman and child in Canada is partaking in a library offering 8.5 times per year on average.

The impact of Canada's urban libraries is not limited to the \$1.8 billion in economic effects, but that is the tractable and measurable scope of this study.

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What If...?

As explained in the prior section, the estimated economic effect of Canada's urban libraries is based solely on the activities that each of the 40 library systems reported they were providing at the time of the survey. What if all 40 libraries were doing all 62 things?

Table A5 below shows the estimates if all 40 libraries were each providing all 52 of the programs/services (52 of the 88 for which detailed numbers were reported). It shows the increase in cost and the resulting increase in benefits. The physical/digital lending numbers are unchanged as all 40 library systems are

already providing those programs/services. The overall changes are not tremendous mostly as a result of the smaller number of individuals reached by many of the specific programs/services. The new mix of programs drops the overall return to \$4.50 for each \$1 spent, which is a reflection of library systems not offering programs for which they have determined that the benefits do not outweigh the costs. In effect, this analysis forces every library to offer every program, resulting in slightly less effective overall returns, but shows at least some of the untapped potential in Canada's urban libraries.

Table A5. Potential economic impact of Canada's urban libraries

	Cost	Number Served	Total Benefit	Net Benefit
Programs/Services (52)	368,613,326	97,859,174	1,117,590,285	748,976,959
Physical/Digital Lending (10)	101,004,045	260,296,271	1,502,546,053	1,401,542,008
Total	469,617,371	358,155,445	2,620,136,338	2,150,518,967

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Acknowledgements

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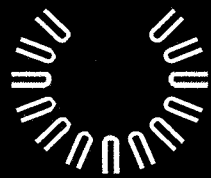
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Legislative Services
Michael de Rond
905-726-4771
clerks@aurora.ca

Town of Aurora
100 John West Way, Box 1000
Aurora, ON L4G 6J1

October 30, 2023

The Honourable Doug Ford, Premier of Ontario
Premier's Office, Room 281
Legislative Building, Queen's Park
Toronto, ON M7A 1A1

Delivered by email
premier@ontario.ca

Dear Premier:

**Re: Town of Aurora Council Resolution of October 24, 2023
Motion 10.1 – Councillor Kim; Re: Cannabis Retail Applications for the Town of Aurora**

Please be advised that this matter was considered by Council at its meeting held on October 24, 2023, and in this regard, Council adopted the following resolution:

Whereas in January 2019, Council voted in favour of retail Cannabis in the Town of Aurora; and

Whereas the Alcohol and Gaming Commission of Ontario (AGCO) is the legal body overseeing Cannabis Retail; and

Whereas the Town of Aurora with geography of 7 km x 7 km and population of 64,000 currently has 13 Cannabis retail stores and 1 authorized at the AGCO; and

Whereas the long-term vision of the Town's Official Plan supports active and healthy lifestyle choices to complement a complete community; and

Whereas many cannabis stores are within close proximity to schools and daycares which are inhabited by society's most vulnerable; and

Whereas the Province of Ontario Liquor Licence and Control Act, 2019 (LLCA) in its regulation already has a precedent by limiting the number of grocery stores licensed to sell beer, wine, and cider to 450 and is currently not accepting any more applications;

- 1. Now Therefore Be It Hereby Resolved That the Town of Aurora requests that the Government of Ontario through its Alcohol and Gaming Commission of Ontario (AGCO) no longer accepts any further cannabis retail applications for the Town of Aurora; and**

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Town of Aurora Council Resolution of October 24, 2023
Cannabis Retail Applications for the Town of Aurora
October 30, 2023

2 of 2

2. **Be It Further Resolved That the Town of Aurora requests that the Government of Ontario re-evaluate its "formula" on how many cannabis stores are permissible within the boundaries of a municipality, including but not limited to:**
 - a. Utilizing a cap or upper limit;
 - b. Utilizing a population per capita formula;
 - c. Utilizing a distance to the next cannabis retail store formula; and
3. **Be It Further Resolved That should the Government of Ontario revisit the retail Cannabis formula guiding the number of cannabis retail stores permissible in a municipality, that it would extend to all existing municipalities; and**
4. **Be It Further Resolved That a copy of this Motion be sent to the Honourable Doug Ford, Premier of Ontario; the Honourable Doug Downey, Attorney General of Ontario; Dawn Gallagher Murphy, MPP Newmarket—Aurora; and the Honourable Michael Parsa, MPP Aurora—Oak Ridges—Richmond Hill; and**
5. **Be It Further Resolved That a copy of this Motion be sent to the Association of Municipalities of Ontario (AMO) and all Ontario municipalities for their consideration.**

The above is for your consideration and any attention deemed necessary.

Yours sincerely,



Michael de Rond
Town Clerk
The Corporation of the Town of Aurora

MdR/lb

Attachment (Council meeting extract)

Copy: Hon. Doug Downey, Attorney General of Ontario
Dawn Gallagher Murphy, MPP Newmarket—Aurora
Hon. Michael Parsa, MPP Aurora—Oak Ridges—Richmond Hill
Association of Municipalities of Ontario (AMO)
All Ontario Municipalities

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100 John West Way
Aurora, Ontario
L4G 6J1
(905) 727-3123
aurora.ca

Town of Aurora

Council Meeting Extract

Tuesday, October 24, 2023

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10. Motions

10.1 Councillor Kim; Re: Cannabis Retail Applications for the Town of Aurora

Moved by Councillor Kim

Seconded by Councillor Gilliland

Whereas in January 2019, Council voted in favour of retail Cannabis in the Town of Aurora; and

Whereas the Alcohol and Gaming Commission of Ontario (AGCO) is the legal body overseeing Cannabis Retail; and

Whereas the Town of Aurora with geography of 7 km x 7 km and population of 64,000 currently has 13 Cannabis retail stores and 1 authorized at the AGCO; and

Whereas the long-term vision of the Town's Official Plan supports active and healthy lifestyle choices to complement a complete community; and

Whereas many cannabis stores are within close proximity to schools and daycares which are inhabited by society's most vulnerable; and

Whereas the Province of Ontario Liquor Licence and Control Act, 2019 (LLCA) in its regulation already has a precedent by limiting the number of grocery stores licensed to sell beer, wine, and cider to 450 and is currently not accepting any more applications;

1. Now Therefore Be It Hereby Resolved That the Town of Aurora requests that the Government of Ontario through its Alcohol and Gaming Commission of Ontario (AGCO) no longer accepts any further cannabis retail applications for the Town of Aurora; and
2. Be It Further Resolved That the Town of Aurora requests that the Government of Ontario re-evaluate its "formula" on how many cannabis stores are permissible within the boundaries of a municipality, including but not limited to:
 - a. Utilizing a cap or upper limit;
 - b. Utilizing a population per capita formula;
 - c. Utilizing a distance to the next cannabis retail store formula; and

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3. Be It Further Resolved That should the Government of Ontario revisit the retail Cannabis formula guiding the number of cannabis retail stores permissible in a municipality, that it would extend to all existing municipalities; and
4. Be It Further Resolved That a copy of this Motion be sent to the Honourable Doug Ford, Premier of Ontario; the Honourable Doug Downey, Attorney General of Ontario; Dawn Gallagher Murphy, MPP Newmarket—Aurora; and the Honourable Michael Parsa, MPP Aurora—Oak Ridges—Richmond Hill; and
5. Be It Further Resolved That a copy of this Motion be sent to the Association of Municipalities of Ontario (AMO) and all Ontario municipalities for their consideration.

Yeas (7): Mayor Mrakas, Councillor Weese, Councillor Gilliland, Councillor Gaertner, Councillor Thompson, Councillor Gallo, and Councillor Kim

Carried

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NVCA October 2023 Board Meeting Highlights

Next Meeting: November 24, 2023, held virtually

For the full meeting agenda including documents and reports, visit [NVCA's website](http://nvca.on.ca).

Presentation on NVCA's Education Program

Naomi Saunders, NVCA's Manager of Environmental Education, gave a presentation regarding NVCA's education programs to the Board of Directors.

Program Objectives

- Connection to Nature – Facilitate the connection between people and the natural world, foster a lifelong appreciation for the environment and a desire to protect it. Increase opportunities for young people to explore, discover and play in nature.
- Education for Sustainability – Contribute to our communities/municipality's sustainability goals by including programs about waste reduction, energy conservation, and the responsible use of natural resources,
- Environmental Awareness – Raise awareness about environmental conservation, the value of biodiversity, and the impacts of human activities on the natural world.
- Physical and mental health – Provide opportunities for physical activity and stress and anxiety reduction. Increasingly, science and evidence show that the best way to improve one's mental health is to spend time nature.
- Local Ecosystem Understanding – Encourage participants to gain a deeper understanding of the unique ecosystems and biodiversity found within the municipality, promoting local conservation efforts.

Program Delivery

NVCA has partnered with the Simcoe County District School Board to deliver education programs that engage students of all ages in nature based, quality, hands-on, curriculum linked programs. Over 130,000 students have attended NVCA's education programming in the past 10 years.

Camp Tiffin and the Tiffin Nature Program provides safe, fun and inclusive environments where children and counsellors learn, experience and bond with nature while building confidence, friendships and memories for life.

Other programs offered include specialized programs for homeschool families, birthday parties and corporate engagements.

Education staff also attend public events such as programming for guides and scouts, See the Salmon Run and March Break at Park Place.

Financial Impact

The cost to operate NVCA's Environmental Education Program is \$0.08 per watershed resident per year. All other program costs are generated through user fees, partnerships and grants.

Due to the new budgetary framework for conservation authorities, NVCA's Environmental Education Program can only be funded by municipal levy through MOUs.



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Update of MOU/Inventory of Programs and Services for MNR

As of October 27, 2023, six out of 18 MOUs have been formally approved by municipal councils, and two have been approved by the committee of the whole.

These municipalities are:

- Township of Adjala-Tosorontio
approved by council
- Township of Amaranth
approved by council
- Town of the Blue Mountains
approved by committee of the whole
- Town of Collingwood
approved by committee of the whole
- Municipality of the Grey Highlands
approved by council
- Township of Melancthon
approved by council
- Town of Mono
approved by council
- Town of Shelburne
approved by council

MOUs for the remaining municipalities are still in negotiations and development. To date, three Municipalities have indicated that they will be selective in Category 3 support for programs.

NVCA has asking the Minister of Natural Resources and Forestry for an extension to the December 31, 2023 deadline to have all MOUs signed.

Mayer's Marsh Agricultural Lease Renewal

NVCA has renewed a short-term agricultural lease with Bernie Mayer for the Mayer's Marsh property.

Mayer's Marsh is part of NVCA's Minesing Wetlands Conservation Area landholdings.

Upper Mad River Flood Study

NVCA has partnered with the Township of Clearview and the Flood Hazard Identification Mapping Program to produce floodplain mapping for the Village of Creemore.

This study is broken down to two main components – hydrology modelling and hydraulics/flood plain mapping. Hydrology modelling was completed by the Oak Ridges Moraine Groundwater Program.

Aquafor Beech Ltd. was selected through an RFP process to complete the hydraulics/flood plain mapping component.

Public consultation on proposed changes to planning and permitting review fees

NVCA is proposing to update planning and permit review fees in order to fulfill the staffing resources required to meet expected service levels, and to fully recover the costs of plan review and permitting services.

The proposed changes include input from key partners and stakeholders, such as municipalities, development sector, the agricultural community, and the aggregate industry

In accordance to the *Conservation Authorities Act*, the public must be notified if a conservation authority wishes changes their fee schedule.

Public consultation

Members of the public are invited to review the proposed fees listed below. Questions or concerns should be directed to planning@nvca.on.ca prior to Sunday, November 26, 2023 at 4:30 p.m.

The proposed fees can be [viewed on NVCA's website](#).

Third Quarter Financials

In the first nine months of operations of NVCA, expenditures to date are tracking on schedule, with 83.17% of the budgeted expenses (75% of budget year completed). As this includes the

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CEWS repayment amount of \$740,879, expenditures are trending normally

Revenues are tracking well, with 80.24% of the budgeted revenues recognized. This includes the first 6 months of the general municipal levy of \$2,054,821.

Currently, the NVCA is sitting in a deficit position, due to the CEWS prepayment, however if that is removed, there is a slight surplus.

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Upcoming Events

Tiffin Nature Program

Geared towards children in pre-K and kindergarten, NVCA's nature program will help children gain knowledge, understanding and appreciation of the natural world and our amazing planet. Children learn about risky play, and develop a better understanding of their relationship with the land.

Date:

Tuesdays and Thursdays during the school year
(with some exceptions)

Location:

Tiffin Centre for Conservation
8195 8th Line Utopia, ON L0M 1T0

[Link to Registration](#)

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Ontario to Require Employers to Disclose Salary Ranges and AI Use in Hiring

Province also examining banning the use of Non-Disclosure Agreements in sexual harassment cases

November 06, 2023

Labour, Immigration, Training and Skills Development

PETERBOROUGH — The Ontario government will soon introduce legislation that, if passed, would require employers to include expected salary ranges in job postings, giving workers more information to make informed decisions in their career search. In addition, the legislation would make Ontario the first jurisdiction in Canada to require businesses to disclose if artificial intelligence (AI) is used during their hiring process.

“At a time when many companies are posting record profits, it is only fair they communicate transparently about how they pay workers,” said David Piccini, Minister of Labour, Immigration, Training and Skills Development. “And as the use of artificial intelligence in Ontario skyrockets, our government will continue to take action to ensure workers aren’t excluded from the job market because of technological biases and that their privacy rights are protected.”

Women in Ontario earn an average of \$0.87 for every dollar earned by men – a number that is worse for racialized and Indigenous women. Including salary ranges with job postings can help close the gender pay gap while allowing companies to find qualified candidates more quickly and improve retention, helping tackle the nearly 250,000-person labour shortage.

AI tools and algorithms are being adopted by Ontario businesses at a rapid rate and generate high volumes of personal data about job applicants and employees. Increasingly, they may also make employment decisions that affect people’s lives. In response to growing concerns about the ethical, legal and privacy implications of AI, Ontario is proposing to require employers to inform job seekers when it is used to inform decisions in the hiring process.

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Unfortunately, seven in 10 workers have reported experiencing a form of harassment or violence in the workplace – rates that increase for women and gender-diverse workers. To help end workplace misconduct and hold abusers to account, the government will also be conducting consultations and detailed analysis on ending the use of Non-Disclosure Agreements (NDAs) in the settlement of cases of workplace sexual harassment, misconduct or violence.

“The consultations will identify legislative options to restrict the use of NDAs while protecting the rights of victims and survivors,” said Minister Piccini. “It’s past time we end a practice that allows businesses to shelter the behaviour of some of the worst members of our communities.”

These changes are part of a larger package that, if passed, would expand on the ground-breaking actions introduced in the *Working for Workers Acts, 2021, 2022* and *2023*, which will be unveiled in the coming days to protect workers, help them earn bigger paycheques, and help newcomers contribute to building Ontario.

Quick Facts

- Thirty-seven per cent of online job postings in Ontario (2022) included salary information.
 - In February 2023, Statistics Canada reported that close to seven per cent of all businesses in Ontario were planning to adopt AI over the next 12 months.
 - The Ministry of the Attorney General, the Treasury Board Secretariat and the Ministry of Colleges and Universities recently restricted the use of NDAs in post-secondary institutions.
 - In addition, the government is proposing changes to clarify vacation pay provisions to ensure employees are aware that their written agreement is required if vacation pay is paid in any way other than a lump sum before their vacation.
 - The government is also proposing changes to the *Digital Platform Workers’ Rights Act, 2022* (DPWRA) that would create a regulatory authority to provide greater flexibility on how pay based on minimum wage must be determined. These changes would allow for greater alignment with the *Employment Standards Act, 2000* (ESA).
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Quotes

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"As a charity that provides employment training programs to diverse job seekers, we recognize that increasing transparency and privacy in the workplace will benefit all job seekers. Including salary information in job postings can improve the hiring process by attracting more relevant candidates, streamlining recruitment, and enhancing trust and transparency. And as AI becomes more prevalent in the recruitment process, it is crucial to consider potential challenges and ethical concerns when using AI in applicant screening. These include issues related to data privacy, algorithmic bias, and the potential for excluding highly qualified candidates who might not fit a specific mold or profile. As the Ministry continues its work in making job searches more transparent and equitable for the people of Ontario, this announcement is a positive step forward."

- David Allen,
President & CEO, YMCA of Central East Ontario

"The John Howard Society offices across Ontario specialize in assisting jobseekers facing multiple barriers in finding employment. A transparent recruitment process is crucial to ensuring that applicants are well-informed and have the tools they need to make decisions about their careers, which is why we welcome the Ontario government's initiative to introduce legislation that requires employers to provide more comprehensive details in job postings, enhancing applicants' access to information surrounding the hiring process."

- Christin Cullen,
Chief Executive Officer, John Howard Society of Ontario

"YES annually empowers thousands of youth with employment opportunities, and Minister Piccini's initiative is set to break down biases, enhance transparency and equality for women and marginalized job seekers. The Ontario government is committed to creating better work conditions, making the province even greater."

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- Timothy Lang,
President & CEO, YES - Youth Employment Services

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"Our research indicates that pay transparency is a key decent work practice that supports the recruitment and retention of top talent. Ontario's nonprofit sector employs 844,000 workers, 77 per cent of whom are women, and we know that equitable compensation practices such as pay transparency can help reduce the gender wage gap and address systemic barriers that women, especially equity-deserving women, face in compensation. When salary ranges are disclosed on postings, job seekers have an easier time identifying whether the position and its compensation are the right fit, while also supporting effective and streamlined recruitment processes for employers. We applaud the Ministry of Labour, Immigration, Training and Skills Development for taking this important step forward to embed decent work practices in legislation."

- Cathy Taylor,
Executive Director, Ontario Nonprofit Network

Additional Resources

- [Working for Workers Act, 2023](#)
- [Working for Workers Act, 2022](#)
- [Working for Workers Act, 2021](#)
- [Guide to the Employment Standards Act, 2000](#)

Related Topics

Jobs and Employment

We've got the resource and supports to help connect job seekers with employers.

[Learn more](#)

Media Contacts

Harry Godfrey

Minister's Office

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Communications Branch

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Ontario Land Tribunal
Tribunal ontarien de l'aménagement
du territoire



ISSUE DATE: November 08, 2023

CASE NO(S):

OLT-21-001898

PROCEEDING COMMENCED UNDER subsection 53(19) of the *Planning Act*, R.S.O. 1990, c. P.13, as amended

Applicant/Appellant:	Chantelle Laframboise & Michel Bodson
Subject:	Consent - refused by Approval Authority
Description:	To sever two new residential lots - minor variance for relief of lot frontage
Reference Number:	B8/21
Property Address:	27 Pine River Road
Municipality/UT:	Essa/Simcoe
OLT Case No.:	OLT-21-001898
OLT Lead Case No.:	OLT-21-001898
OLT Case Name:	Bodson v. Essa (Town)

PROCEEDING COMMENCED UNDER subsection 45(12) of the *Planning Act*, R.S.O. 1990, c. P.13, as amended

Subject:	Minor Variance
Description:	Minor variance for relief of lot frontage
Reference Number:	A11/21
Property Address:	27 Pine River Road
Municipality/UT:	Essa/Simcoe
OLT Case No.:	OLT-21-001899
OLT Lead Case No.:	OLT-21-001898

Heard:

October 23, 2023 by Video Hearing

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APPEARANCES:

<u>Parties</u>	<u>Counsel/Representative*</u>
Chantelle Laframboise & Michael Bodson	M. Wynia*
Township of Essa	P. Lombardi

DECISION DELIVERED BY A. MASON AND KURTIS SMITH AND ORDER OF THE TRIBUNAL

[Link to Order](#)

BACKGROUND

[1] Chantelle Laframboise and Michael Bodson (“Appellant”) are the owners of the property municipally known as 27 Pine River Road within the Township of Essa (“Subject Lands”). To permit the creation of two new lots for single detached dwellings (the “Severed West Lot” and “Severed East Lot”) and a retained lot with an existing single detached dwelling between the two new lots (“Retained Lot”), the Appellant filed an application with the Township of Essa (“Township”) for enabling minor variances (“Minor Variance Application”). The Minor Variance Application sought relief from the minimum lot frontage requirement for the Severed West Lot and the Retained Lot. The Appellant also filed an application seeking Consent to sever the Subject Lands into the three separate residential lots (“Consent Application”), if the requested minor variances were granted (together “Applications”).

[2] The Township’s planning staff provided a planning and development report, dated November 26, 2021 (“Staff Report”) to the Committee of Adjustment (“COA”). The Staff Report recommended that the Applications be denied based on comments received from the Nottawasaga Valley Conservation Authority (“NVCA”) dated July 22, 2020 (“NVCA Initial Comments”).

[3] The NVCA Initial Comments set out that the Subject Lands were partially situated with the regulatory floodplain of the Pine River. As a result, the Staff Report stated that approval of the Applications would not be in conformity with Section 3.1.1 of the Provincial Policy Statement, 2020 ("PPS") and Section 4.5.4 and Section 4.5.9 of the County of Simcoe Official Plan ("County OP") that direct development away from water related hazards, such as flooding. The Staff Report found that the Applications met all other policy criteria for the Minor Variance Application.

[4] The COA followed the recommendation in the Staff Report and the Applications were denied on the basis that they contravened applicable Provincial and local policy directing development away from hazard lands. The Appellant appealed the decision of the COA on the minor variances ("Minor Variance Appeal") and the related Consent ("Consent Appeal") to the Ontario Land Tribunal ("Tribunal") on December 17, 2021 (together "Appeals"). The basis of the Appeals was that the Township relied on incorrect information as it relates to the hazard land area on the Subject Lands as set out in the NVCA Initial Comments.

[5] The Tribunal was advised shortly before the hearing event that the Parties had resolved their outstanding issues about the NVCA Initial Comments and had reached a settlement with executed Minutes of Settlement, dated October 13, 2023 ("Minutes"). The Parties requested that the hearing event be converted to an uncontested *de novo* Hearing of the Minor Variance Appeal and a Hearing to consider a settlement proposal of the Consent Appeal.

SITE CONTEXT AND PROPOSAL

[6] The Subject Lands are 0.68 hectares and are within the settlement area of Angus in the Township of Essa Official Plan ("Township OP") and are zoned as *Residential, Low Density* in the Township of Essa Zoning By-Law 2003-05 ("Township ZBL"). There is currently an existing single detached residential dwelling serviced by municipal water and private on-site sewage facilities on the Subject Lands that will remain on the

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Retained Lot. Surrounding uses consist of low-density housing to the north and east, the Canadian Forces Base Borden to the southwest and a school.

[7] The Consent Application contemplates two severances resulting in the creation of the Severed West Lot and Severed East Lot fronting on Pine Valley Road, of approximately 0.08 hectares each. Both are to be developed in the future as single detached residential uses. The location of the existing driveway and lot frontage of the Retained Lot is between the Severed West Lot and Severed East Lot.

[8] The Township ZBA requires lot frontage of 18.8 meters, where a lot is on full municipal services, or a frontage of 23 meters where a lot is on partial municipal services. The Minor Variance Application is required to permit the reduction in lot frontage on the Severed West Lot due to the termination of Pine River Road at the southwest of the Subject Lands. The minor variance for the Severed West Lot requests a reduction of lot frontage to 11.7 m, being a variance of 6.3 m. The second minor variance is to permit the reduction in lot frontage of the Retained Lot on partial services to 18.8 m, being a variance of 4.2 m. No minor variances are required for the Severed East Lot.

APPLICABLE TESTS

[9] Where there is a minor variance and Consent application together, the Tribunal must consider the minor variance first as it is the granting of the variances that enable the requested severances to be in compliance with the relevant zoning by-law and thereby meet the tests of "good planning".

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Application for Minor Variance

[10] When considering a proposed minor variance, in accordance with Section 45(1) of the Act, the Tribunal must be satisfied that the minor variances:

1. Maintain the general intent and purpose of the Township OP;
2. Maintain the general intent and purpose of the Township ZBL;
3. Are desirable for the appropriate development or use of the land; and
4. Are minor in nature.

[11] All four elements must be satisfied.

Application for Consent

[12] When considering an application for Consent, the Tribunal must be satisfied that a plan of subdivision is not necessary for proper and orderly development, and that the Township can proceed by way of Consent. Upon satisfaction of this criteria, the Tribunal must then have regard to the criteria set out in section 51(24) of the *Planning Act* (“Act”), including whether the proposed Consent is premature or in the public interest; whether there is conformity to the County OP and the Township OP and applicable Zoning By-laws; the suitability of the land for the purposes for which it is to be subdivided; the dimensions and shapes of the proposed lots; and the adequacy of utilities and municipal services. Pursuant to section 53(12) of the Act, the Tribunal may consider and impose such conditions as are determined to be reasonable, having regard to the nature of the proposed Consent. Finally, in general, the Tribunal will decide whether the proposed Consent, along with any required conditions, are representative of good planning and in the public interest.

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EVIDENCE

[13] The Parties jointly submitted the evidence of Ms. Samantha Anderson, a Planner with the Appellants' planning consulting firm, in support of the uncontested Hearing of the Minor Variance Appeal and proposed settlement of the Consent Appeal. Ms. Anderson's *curriculum vitae* and Acknowledgement of Experts Duty (schedule A to Exhibit 1), as well as her carriage of the file since filing of the Appeals, were reviewed by the Panel. Although not a Registered Professional Planner, the Tribunal was satisfied that Ms. Anderson had the appropriate knowledge and involvement with the file and qualified her to provide land use planning opinion evidence on the matter at hand. Ms. Anderson provided an affidavit to supplement her oral testimony (Exhibit 1).

[14] The witness explained that since filing the Appeals, the Appellant had undertaken additional floodplain mapping and technical hydrological work in consultation with the NVCA ("Floodplain Work"). In accordance with Section 3.1.6. of the PPS, where a two-zone concept for floodplains is applied, development (including lot creation) and site alteration may be permitted in the flood fringe, subject to appropriate floodproofing to the flooding hazard elevation. The Floodplain Work demonstrated, and the NVCA accepted, that the Proposed Lots are located within the flood fringe and not the floodplain. As a result, the NVCA issued updated comments to the Township supporting the Consent Application ("NVCA Second Comments") and provided specific conditions for development that form part of the Order, set out at Attachment 1 herein.

[15] The witness opined, and the Minutes codify, that the NVCA Second Comments conclusively resolve the differences between the Parties with respect to the Consent Appeal.

[16] The witness provided evidence in harmony with the Staff Report demonstrating how the Proposed Lots meet each of the four minor variance tests, as follows:

1. The general intent and purpose of the County OP and Township OP are maintained since growth is directed to the settlement area of Angus and

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will contribute to new housing stock with two new low density residential lots within the flood fringe that are capable of appropriate development;

2. The minor variances maintain the general intent and purpose of the Township's ZBL by providing appropriate lot frontages for the single detached residential uses and maintaining the character of the neighbourhood and appropriate distances to neighbours;
3. With the resolution of the NVCA floodplain concern, the minor variances are appropriate and desirable for the appropriate development of the land for two new low density residential lots; and
4. The variances are minor in nature as they are only with respect to lot frontages of the Severed West Lot and Retained Lot and development may proceed that respects appropriate separation to neighbouring uses.

FINDINGS

[17] Having heard the uncontested, sworn and oral evidence of Ms. Anderson the Tribunal is satisfied that the initial concern of the COA that the Applications would permit development in hazard lands in contravention of applicable Provincial and local policies has been resolved. The Tribunal further accepts the evidence of the witness and agrees that that the requested minor variances satisfy the four tests set out in Section 45(1) of the Act; namely: (1) they maintain the general intent and purpose of the Township OP; (2) they maintain the general intent and purpose of the Township ZBA; (3) they are desirable for the appropriate development of the Subject Lands; and (4) are minor in nature. The Tribunal finds that the requested variances have regard for the Provincial interests expressed in section 2 of the Act and are consistent with the PPS.

[18] Being satisfied as to the appropriateness of the Minor Variance Appeal and resolution of the NVCA floodplain, the Tribunal is satisfied that the severance of the Subject Lands, as contemplated in the Minutes, aligns with matters of Provincial,

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regional, and local planning policy which guide intensification and orderly development and constitute good planning. As such, the Tribunal grants the Consent Appeal and finds that the conditions set out in the Minutes are reasonable, have regard to the nature of the proposed Consents and will be imposed accordingly.

ORDER

[19] **THE TRIBUNAL ORDERS** that the Appeals are allowed:

[20] The requested minor variances to Zoning By-Law No. 2003-05 are authorized;
and

[21] Provisional Consent is given, subject to the conditions contained in Attachment 1 to this Order.

"A. Mason"

A. MASON
MEMBER

"Kurtis Smith"

KURTIS SMITH
MEMBER

Ontario Land Tribunal

Website: olt.gov.on.ca Telephone: 416-212-6349 Toll Free: 1-866-448-2248

The Conservation Review Board, the Environmental Review Tribunal, the Local Planning Appeal Tribunal and the Mining and Lands Tribunal are amalgamated and continued as the Ontario Land Tribunal ("Tribunal"). Any reference to the preceding tribunals or the former Ontario Municipal Board is deemed to be a reference to the Tribunal.

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ATTACHMENT 1

1. The lands identified as the Severed West Lot and Severed East Lot shall be severed from the Subject Lands and the following conditions shall apply:

Certificate of Consent

- a. The Certificate of Consent under section 53(42) of the *Planning Act* must be given within two (2) years of the date of the Ontario Land Tribunal Order approving the severance, dated **Wednesday, November 08, 2023**. The request for the Certificate of Consent to the Township shall be accompanied by a written submission that details how each of the conditions of consent has been fulfilled;
- b. The Certificate of Consent fee of the Township must be paid in accordance with the Township's Fees and Charges By-law as may be amended from time to time.

Reference Plan

- c. The Owner shall case a Reference Plan to be prepared by an Ontario Land Surveyor showing the Severed West Lot, Severed East Lot and Retained Lot, any required land dedication, and the location of all buildings and structures, including their setbacks from the property lines and the location of the municipal water and sanitary connections, hydro lines, and entrances be submitted to the satisfaction of the Township prior to being deposited at the Land Registration Office;
- d. Once deposited with the Land Registration Office the Owner shall submit two (2) copies and a PDF of the Registered Plan to the Township;

Property Taxes

- e. The Owner shall pay any outstanding property taxes for the Severed West Lot, Severed East Lot and Retained Lot in full;

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Nottawasaga Valley Conservation Authority

- f. The registered owner of the Severed West Lot and Severed East Lot shall confirm with the Township that the Nottawasaga Valley Conservation Authority (the “**NVCA**”) has confirmed in writing its compliance with the safe access requirements for the Severed West Lot and Severed East Lot through the submission of a topographic survey with the proposed driveway access and, if required by the NVCA, enter into an agreement with the NVCA setting out any additional requirements that must be met. Such confirmation shall be provided to the Township by the NVCA in writing prior to the Township issuing the Certificate of Consent;

Minor Variance – Lot Frontage

- g. The Owner shall ensure that the minor variance for a reduced frontage for the Severed West Lot and Retained Lot that are approved in the Ontario Land Tribunal’s Order dated **Wednesday, November 08, 2023** are duly recorded and implemented by the Township’s Zoning By-law; The permitted frontage for the Retained Lot shall be 18.8 meters and for the Severed West Lot shall be 11.7 meters and Severed East Lot shall be 18.3 meters;

Municipal Address and Signage

- h. The Severed West Lot and Severed East Lot shall be issued a new Township 9-1-1 address and signage posted to the satisfaction of the Township and the upper-tier Simcoe County;

Non-Encroachment

- i. The Owner shall confirm to the satisfaction of the Township that the existing municipal water and sanitary services and phone/cable/gas services on, under or above the Retained Lot are wholly located on, under and above the Retained Lot and do not encroach on the Severed West Lot or Severed East Lot.

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POLICY UPDATE

October 31, 2023

Policy Update – Strengthening Public Health Through Voluntary Mergers

At the 2023 AMO Conference, the provincial government announced a series of new, planned measures to strengthen public health in Ontario. Among them was the intention to provide resources, support, and incentives to facilitate voluntary mergers to better support communities. This was responsive to AMO's recommendation made during the consultations on public health modernization.

This week, the Ministry of Health issued a memo to all local public health agencies providing information to inform planning and next steps. Assistance will be provided in 2024 to support voluntary mergers. As a next step, the ministry is initiating discussions about potential merger opportunities. Details are found in the ministry's slide deck.

AMO's membership is encouraged to familiarize themselves with the process and engage with local Boards of Health about any potential plans. AMO will work with the Association of Local Public Health Agencies and play a role to inform the deliberations through membership education.

*Disclaimer: The Association of Municipalities of Ontario (AMO) is unable to provide any warranty regarding the accuracy or completeness of third-party submissions. Distribution of these items does not imply an endorsement of the views, information or services mentioned.



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POLICY UPDATE

November 2, 2023

Policy Update – 2023 Fall Economic Statement

This afternoon, the province released the 2023 Fall Economic Statement. The statement included two announcements related to the issues concerning municipalities.

The province has committed \$200 million over 3 years through the Housing-Enabling Water Systems Fund for the repair, rehabilitation and expansion of municipal water and wastewater infrastructure. AMO commends the province for these investments as a helpful step towards addressing gaps in municipal funding to support growth. Provincial program details, including the ability of upper-tier municipalities to access funding, have yet to be confirmed. AMO has requested to be a part of program design and will continue to advocate to all levels of government for increased capacity to help municipalities deliver services and invest in infrastructure as we support growth and build more homes.

The province has announced the creation of an Ontario Infrastructure Bank with an initial \$3 billion in funding. The agency would help to fund large-scale infrastructure projects, including long-term care homes, energy infrastructure, affordable housing, municipal and community infrastructure and transportation. AMO looks forward to further details regarding the Ontario Infrastructure Bank and how it can help address urgent municipal infrastructure needs across the province.

The Statement also included details regarding the provincial commitment to remove the full provincial portion of HST on qualifying new purpose-built rental housing. AMO welcomes this greater emphasis on enhancing the supply of rental and affordable housing.

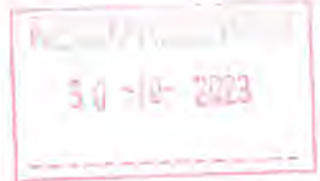
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County Road 27 Improvements County Road 21 to County Road 90 Municipal Class Environmental Assessment Study Notice of Online Public Information Centre

Background

The County of Simcoe's Transportation Master Plan Update Final Report (October 2014) identified the need to widen County Road 27 from County Road 21 (Innisfil Beach Road) to County Road 90 from 2 lanes to 4 lanes. Improvements were also identified for the intersection of County Road 27 with County Road 90 to mitigate the delays to northbound left turn traffic. These improvements are necessary to support the arterial function of this primary travel corridor and accommodate planned growth in adjacent areas in both the City of Barrie and Town of Innisfil.

The County is proceeding with the design of these improvements, which are expected to include the widening and resurfacing of the road to improve traffic operations, upgrades to roadside drainage features and watercourse crossings, and a review of illumination and roadside safety needs. Intersection configurations and/or controls will be reviewed and possibly improved at County Road 90, Ardagh Road, and Essa Road (and other intersections as deemed appropriate).

Study Process

The County is proceeding with a Schedule C Municipal Class Environmental Assessment (EA) to consider and address the impacts associated with the proposed improvements.

Online public engagement is being offered to allow interested members of the public an opportunity to review and provide comment on the alternative design concepts, the recommendations, and the next steps in the study process. A recorded presentation describing the overall study will be available for viewing on the County's website (simcoe.ca/cr27) for a 4-week period from October 26 to November 23, 2023. Members of the public are encouraged to submit comments by November 23, 2023 (a comment form will be available on the County's website).



Project Contacts

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Any input received during this process will be maintained on file for use during the project and may be included in the project documentation. Information collected will be used in accordance with the Freedom of Information and Protection of Privacy Act. With the exception of personal information, all comments will become part of the public record.

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Release

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FOR IMMEDIATE RELEASE

Community champions celebrated at 11th Annual Newcomer Recognition Awards

Midhurst/October 27, 2023 – Last evening, the County of Simcoe celebrated community champions from 12 categories at its annual Newcomer Recognition Awards.

Recipients were selected through an open nomination process by a committee of community stakeholders and were honoured by local immigration partners and elected officials who gathered at The Heights Ski & Country Club, located in Oro-Medonte, to celebrate their tremendous contributions to our communities.

“The County of Simcoe continues to work hard on building up our communities, through promoting opportunities and investing in the programs, services and the people, including the more than 82,000 immigrants, who call Simcoe County home”, said Warden Basil Clarke. “Tonight’s celebration was one more example of this outstanding work being done to enrich the lives of our residents. Thank you to Sarah Freemark from CTV Barrie for acting as our emcee and to our Gold Sponsor Tempo Flexible Packaging for their support.”

This year’s Newcomer Recognition Award honourees are:

- **Immigrant Artist** - Garbovskyi Dmytro
- **Immigrant Mentor** - Kseniia Tymchenko
- **Marketing and Outreach** - Tracks Employment & Resource Services
- **Service Excellence** - Laura Crawford-Awrey; Yana Skybin
- **Immigrant Youth** - Anastasiia Kolomiets
- **Youth Community Champion** - Marisol Tokarev; Chetna Sangar
- **Multiculturalism through Education – School** - École élémentaire catholique Frère-André
- **Multiculturalism through Education – Educator** - Catherine Vellinga
- **Welcoming Work Environment** - FenceSource
- **Culturally Diverse Workforce** - AGEMA Work
- **Ethnocultural Group** - Barrie Latin Resource Centre
- **Community Champion** - Alyas Omeed

Photo caption: Newcomer Recognition Award winners for 2023 celebrate their accomplishments.

About the Simcoe County Local Immigration Partnership

The Simcoe County Local Immigration Partnership hosts this event to recognize outstanding individuals, businesses and organizations who are champions within their local communities. For more information, visit <https://www.simcoe.ca/dpt/ccs/lip/newcomer-recognition-awards>.

About the County of Simcoe

County of Simcoe is composed of sixteen member municipalities and provides crucial public services to County residents in addition to providing paramedic and social services to the separated cities of Barrie and Orillia. Visit our website at simcoe.ca.

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FOR IMMEDIATE RELEASE

Simcoe County Museum commemorates Remembrance month with virtual lecture series

Midhurst/October 30, 2023 – In recognition of Remembrance Month, throughout November the Simcoe County Museum is hosting a virtual lecture series.

Weekly sessions will be delivered by historical experts as they cover the following topics. The virtual lecture series is open to individuals and groups with free virtual admission by visiting museum.simcoe.ca to register.

- **The Langman Brothers ~ November 1 at 4:30 p.m.**
Braeden Powers, accountant, historical enthusiast and Oro-Medonte resident, will be speaking about his Great-Grandfather Harry Langman and his brother Arthur Langman's experiences towards the end of the First World War, and how their story is different from most Canadian Soldiers.
- **In Their Own Voices ~ November 14 at 12 p.m.**
Presenting the collective and individual stories of veterans and their families, Michael Petrou, Author and Historian of the Veterans' Experience at the Canadian War Museum, presents *In Their Own Voices*, which focuses primarily on those who served in Canada's military from the Second World War to the present day. It seeks to explore the enduring impact of military service, as well as how armed conflict and war have shaped the lives of veterans, their loved ones, and Canada itself.
- **First World War Letters as Published in Local Papers ~ November 22 at 11 a.m.**
World War I generated two billion pieces of mail as Canadians were prolific letter-writers. While many of these letters were published in local newspapers, to date, there has been no in-depth study of these letters on a community-wide basis. Barrie's two newspapers alone published more than 2,600 war letters during the war with these letters acting as an invaluable understanding to the wider impact of the war as they are an ideal vehicle for the "braiding of family history and world history." This lecture by Dr. Brad Rudachyk, Ph.D. Canadian History, will highlight a very few of these letters and their writers, as well as provide a contextual overview.
- **A Soldier's Camera: Candid Glimpses of Simcoe County's First World War ~ November 29 at 7 p.m.**
The First World War was the first war in which amateur photographers could keep their own record of events. This presentation by Jonathan F. Vance, PhD, FRSC, author, Distinguished University Professor and J.B. Smallman Chair in the Department of History at Western University, will look at some of Simcoe County's soldiers and the images that were generated both in Canada and at the front as souvenirs of their experience at war.

Take the Infinite Journey with the Simcoe County Museum, a cultural exploration of our historical past and exciting future. The Simcoe County Museum is owned and operated by the County of Simcoe and offers year round exhibits, events and educational programs for visitors of every age. Visit our website at museum.simcoe.ca for further details.

County of Simcoe is composed of sixteen member municipalities and provides crucial public services to County residents in addition to providing paramedic and social services to the separated cities of Barrie and Orillia. Visit our website at simcoe.ca.

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FOR IMMEDIATE RELEASE

**County launches Age-Friendly Community Survey
Survey runs between November 1 and December 31**

Midhurst/November 1, 2023 – The County of Simcoe is launching its 2023 Age-Friendly Community Survey to understand the most pressing age-friendly priorities in our communities and measure the Age-Friendly Program awareness. The survey is available on the County's website and at various locations throughout the region. Surveys must be completed before December 31, and participants can enter a prize draw.

The County of Simcoe is working hard to build up our age-friendly communities, putting the needs of our older adults at the heart of what we are doing," said Warden Basil Clarke. "We have made great progress on what we set out to do with our first Age-Friendly Strategy created in 2018. As we plan for the future, we are calling on our residents to let us know what they would like to see, and to help us create another successful Age-Friendly Strategy that is built around them and their needs."

Between 2018 and 2023, the County was implementing its first Simcoe County Positive Aging Strategy, which contained 141 recommendations. A significant number of these recommendations have now been completed and many have become part of the County's ongoing processes in age-friendly initiatives that are offered on an annual basis. Some of the important projects completed through Age-Friendly since 2018 include: Public Transit to Key Communities and Hubs, Accessible Door-to-Door Transit Service, Age-Friendly webpage, Age-Friendly Seniors Housing Grant, Age-Friendly Toolkit for Business Sector, and an Age-Friendly Individual Recognition Program.

To ensure the success of the 2024-2028 Age-Friendly Strategy, the County is counting on all local voices being heard. If you are an older adult over the age of 65, or you would like to submit feedback on behalf of a senior, please help improve your community by filling out this survey before December 31, 2023. The survey may take about 20 to 25 minutes to complete. All feedback will remain anonymous and will only be used for Age-Friendly Community Planning.

Surveys can be completed online at simcoe.ca/age-friendly. Printed versions will also be available at more than 60 locations, including the County Administration Centre, museum, and long-term care and seniors services facilities. For an extensive list of locations, visit simcoe.ca/age-friendly.

People who submit a completed survey are eligible to win one of these great prizes: Braestone Club Ktchn Restaurant Gift Card (\$500 value); Vetta Spa Gift Card (\$150 value); Georgian Bay Gift Basket (\$100 value); or Tiny Township Gift Basket (\$70 value).

About the County of Simcoe

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FOR IMMEDIATE RELEASE

County of Simcoe supports local students through the 2023 Bursary program

Midhurst/November 07, 2023 – The County of Simcoe is supporting 21 local students through the Student Bursary program. Each student will receive a \$3,000 bursary towards their post-secondary studies.

"The County is pleased to once again partner with our lower-tier municipalities and Georgian College to offer Simcoe County students financial support," said Warden Basil Clarke. "County Council is focused on building up our communities and supporting our residents, including helping to grow our future labour force. On behalf of County Council, I want to congratulate each of this year's winners and wish them the best of luck in their studies."

This year, the County partnered with all 16 member municipalities to offer 16 bursaries that are jointly funded (\$2,000 from the County, \$1,000 from the member municipality). The County received a record number of applications, which were anonymized and independently reviewed by members of the Bursary Committee. Congratulations to:

- Haley Lundy, Township of Adjala-Tosorontio
- Michaela Warman, Town of Bradford West Gwillimbury
- Justin Rowbotham, Township of Clearview
- Taylor Mather, Town of Collingwood
- Julia Mancuso, Township of Essa
- Briar Cryderman, Town of Innisfil
- Audrey Gignac, Town of Midland
- Demarco Smith, Township of New Tecumseth
- Colleen McElroy, Township of Oro-Medonte
- Alexa Weatherell, Town of Penetanguishene
- Franchi Torchia, Township of Ramara
- Abigail Austin, Township of Severn
- Katy Fairbairn, Township of Springwater
- Patricia Roussel, Township of Tay
- Chloe Eakley, Township of Tiny
- Dana Cogswell, Town of Wasaga Beach

In addition, the County is providing five bursaries that are fully funded by the County. Congratulations to:

- Emma Robitaille, Town of Midland
- Sydney Bosse, Township of New Tecumseth
- Keith Greenhalgh, Township of Oro-Medonte
- Emma Wilson, Township of Springwater
- Renee Ferlito, Township of Tay

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The County has once again partnered with Georgian College, and students who are enrolled with them are also receiving an additional \$1,500 in financial assistance provided by Georgian College.

"With four of our seven campuses located within the County of Simcoe, we know a significant portion of our student population comes from this region," said Nene Brode, Manager, Financial Aid and Awards, Georgian College. "We're excited to partner with the County again to offer students further financial assistance to study and start their careers right here close to home."

The application process for the Student Bursary program typically opens in the spring. The program is promoted through various channels. Students looking for financial support in 2024 are advised to visit the simcoe.ca/studentbursary webpage.

About the County of Simcoe

County of Simcoe is composed of sixteen member municipalities and provides crucial public services to County residents in addition to providing paramedic and social services to the separated cities of Barrie and Orillia. Visit our website at simcoe.ca.

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