
AGENDA - COMMITTEE OF THE WHOLE
Monday, November 20, 2023 @ 6:00 PM
In the City Hall Council Chambers & Via Video-Conference
4850 Argyle Street, Port Alberni, BC

The following pages list all agenda items received by the deadline [12:00 noon on the Wednesday before the scheduled meeting]. A sample resolution is provided for most items in italics for the consideration of Council. For a complete copy of the agenda including all correspondence and reports please refer to the City's website portalberni.ca or contact Corporate Services at 250.723.2146 or by email corp_serv@portalberni.ca

Watch the meeting live at www.portalberni.ca

Register to participate via MS Teams webinar at: <https://portalberni.ca/council-agendas-minutes>

A. CALL TO ORDER & APPROVAL OF THE AGENDA

1. Council for the City of Port Alberni respectfully acknowledges that we are holding our meeting on the unceded traditional territories of Tseshaht and Hupacasath First Nations.
2. Late items identified by Committee members.
3. Late items identified by the Corporate Officer.
4. Notice of Video Recording (live-streaming and recorded/broadcast on YouTube).

That the agenda be approved as circulated.

B. ADOPTION OF MINUTES - Page 3

1. Minutes of the meeting held at 6:00 pm on October 16, 2023, as presented.

C. PUBLIC INPUT PERIOD

An opportunity for the public to address Council on topics relevant to City Council. A maximum of six [6] speakers for no more than five [5] minutes each will be accommodated.

D. DELEGATIONS

1. **Alberni Valley Community Foundation | Vital Signs Report** - Page 9
President, Hugh Grist and Director, Ken Watson presenting the 2023 Vital Signs Report.

E. UNFINISHED BUSINESS

F. STAFF REPORTS

G. CORRESPONDENCE

H. NEW BUSINESS

1. Ministry of Housing | Point in Time Homeless Count - Page 10

Correspondence from the Ministry of Housing providing final results from the Point in Time homeless count conducted in Port Alberni on May 2, 2023 initially received by Council at the October 10th Regular meeting and requested to bring forward to a Committee of the Whole for further discussion.

2. Public Use of Municipal Venues - Page 14

Report dated November 8, 2023 from the Director of Parks, Recreation and Culture regarding renting municipal facilities to organizations and members of the public.

THAT the Committee of the Whole recommend Council direct staff to draft an administrative policy regarding appropriate conduct at municipal venues that includes the following language:

- We understand that this venue includes children, youth, adults and seniors of all races, all religions, all cultures, all abilities, all economic levels, all gender identities and all sexual orientations, and we will conduct ourselves in a manner that is respectful of this diverse community.*
- We will comply with all applicable City of Port Alberni bylaws and federal and provincial legislation, including the British Columbia Human Rights Code and Canadian Human Rights Act, which prohibit discriminatory conduct including conduct that would expose persons or groups to hatred or contempt.*
- We understand that City staff and their representatives have the authority to ask an individual or group to leave a City-owned or City-managed venue when that person or group is displaying inappropriate, disruptive, or aggressive behavior that threatens the security and safety of staff, guests, residents, themselves and/or property. Depending on the seriousness of the circumstances and behaviour, the City representative may choose to suspend, ban, or issue a Trespass Notice to the corresponding individual or group.*

3. Firefighter Resource Planning and Succession - Page 20

Report dated November 13, 2023 from the Fire Chief regarding Firefighter resource planning and succession.

THAT the Committee of the Whole recommend Council authorize early budget approval in the 2024-2028 Financial Plan in the amount of \$37,854 [Line 24421] to hire a probationary firefighter for a period of three months to facilitate orientation and training.

I. QUESTION PERIOD

J. ADJOURNMENT

That the meeting adjourn at pm.

MINUTES OF THE COMMITTEE OF THE WHOLE
Monday, October 16, 2023 @ 6:00 PM
In the City Hall Council Chambers & Via Video-Conference
4850 Argyle Street, Port Alberni, BC

Present: Mayor S. Minions
Councillor D. Dame
Councillor J. Douglas
Councillor D. Haggard
Councillor C. Mealey @ 6:09 pm
Councillor T. Patola
Councillor C. Solda

Staff: M. Fox, Chief Administrative Officer
S. Smith, Director of Development Services | Deputy CAO
D. Monteith, Director of Corporate Services
A. McGifford, Director of Finance
S. Darling, Deputy Director of Corporate Services/Recording Secretary
J. Pelech, Manager of Information Services

Other: K. Learned, FRANK Planning Collaborative

Gallery: 7 & 1 [Electronically]

A. CALL TO ORDER & APPROVAL OF THE AGENDA

The meeting was called to order at 6:00 PM.

MOVED AND SECONDED, THAT the agenda be amended to include an item under 'New Business' H.2 | Lower Johnston Road Pedestrian Safety. The agenda was then approved, as amended.

CARRIED

B. ADOPTION OF MINUTES

MOVED AND SECONDED, THAT the minutes of the meeting held at 6:00 pm on September 14, 2023 be adopted, as presented.

CARRIED

C. PUBLIC INPUT PERIOD

N. Anderson

Provided input relating to meeting agendas, structure and opportunities for public input.

Charlane

Commented on 15-minute cities.

D. DELEGATIONS

1. Western Vancouver Island Industrial Heritage Society [WVIIHS]

President, Ron Corbeil and Vice-President, Richard Spencer provided an update of WVIIHS activities and future plans.

MOVED AND SECONDED, THAT the Committee of the Whole permit the Western Vancouver Island Industrial Heritage Society delegation to extend beyond the 10-minute presentation time as outlined in Section 19(4) of Council Procedures Bylaw, 2013, Bylaw No. 4830.

CARRIED

Members of the Committee commented/questioned as follows *[responses, if provided, are reflected below]*:

- Can Council assist with any of the insurance issues mentioned?
The Insurance provider requires the City to have direct supervision over operation of the train which is not logistically possible. In regards to the roundhouse, there are requirements with Technical Safety BC in order to move the train [even to clean the grease pit].
- Would it be advantageous for the City to talk to Technical Safety BC?
Some of those discussions have transpired. The Society's 5-year plan will serve to meet one of the required conditions set out by Technical Safety BC.
- Does the Society have a suggestion on where the Two Spot Locomotive should be placed?
Agree that it should be placed within the vicinity of the Train Station as requested by WVIIHS and as was recently directed by Council to have staff prepare a report outlining options for this request.
- Are there revenue streams available such as grants that could be applied for?
Society is exploring funding opportunities and recently had a call with a potential funder to discuss options.
- Is the Society not covered under the City's insurance?
CAO response: Insurance for equipment falls under the City's insurance but does not cover running of the train without the supervision of City staff.
- Will the track study include costs?
City owns part of the railway and Island Corridor Foundation owns other portions. The Society is working with the Island Corridor Foundation and Island Coastal Economic Trust to identify funding options. Society would like to collaborate with the City to work along the tracks in conjunction with the Connect the Quays Pathway project and potentially offer a shuttle service.
- Is the Society accepting new members?
Yes. Visit www.ihsportalberni.ca or stop in at Industrial Heritage Centre mornings, from Monday to Saturday.
- Does the Society's Business Plan provide the proposed routes and involvement of the railway corridor?

The Society has approached the operations as two separate initiatives. The business plan presented to the City involves the waterfront development including the train station, down to the waterfront, to Alberni Pacific Division, up to Stamp Avenue with an opportunity to stop at the Roundhouse. The second initiative speaks to the 'big picture' and would involve collaboration of relevant partners, community groups and organizations to look at the feasibility of getting service back to McLean Mill. Island Corridor is working with WVIIHS.

- The Island Corridor Foundation has a well-established rail with trail program to support both uses. The City is utilizing this program within the Connect the Quays Pathway project.
- The City's insurance provider, Municipal Insurance Association of BC, was chosen specifically because of its ability to serve local governments unique structures and needs. This is a prime example of a unique need and requires further discussions with the provider to support such an initiative.
- Further to the previous request for funding from WVIIHS to the Alberni-Clayoquot Regional District that resulted in a letter of support, would encourage continued requests for support of this regional service.
- Educational aspect – North Island College Learning Council could possibly come along to WVIIHS meetings?
- Has WVIIHS considered submitting a request to post secondary education centres such as B.C.I.T. to re-establish 'train' related programs and training?

E. UNFINISHED BUSINESS

F. STAFF REPORTS

1. Official Community Plan [OCP] Update - Page

The Director of Development Services/Deputy CAO and FRANK Planning consultant, Kelly Learned presented on the Official Community Plan review and update process including offering Council the opportunity to answer specific questions as follows:
[Council responses noted in Italics]

1. How does Council want to be involved in the policy phase of OCP engagement?
 - *Council wishes to be involved and kept informed. Request that relevant data and information received previously over the last decade be taken in to consideration within the overall process.*
2. Do you have concerns/challenges to raise for the next phase of the OCP process?
 - *Making sure that all demographics are represented i.e youth and harder to reach populations – not just the already engaged citizens.*
 - *Community doesn't understand what an Official Community Plan is or why it matters. The beginning of the process included efforts to explain this process but given the time that has passed, it would be beneficial to do so again.*

- *Go to where the people are to engage.*
 - *Examples would be great i.e. videos reflecting changes that are proposed in real time. Go to a neighbourhood and show them exactly what the changes would look like if applied in that area.*
3. Does Council support the project roles as outlined?
- *With regards to the Community Representative Team [CRT], Council would like to have a role in the process.*
 - *CRT meetings are open so Council could attend.*
 - *Council contact information could be provided to anyone who wants to speak with a member of Council.*
 - *Staff will ensure Council are made aware of the process as it progresses.*
 - *Council will make efforts to attend so as to observe and understand rather than lead.*

G. CORRESPONDENCE

Councillor Dame left the meeting at 7:18 pm and returned at 7:20 pm.

H. NEW BUSINESS

1. **Union of British Columbia Municipalities Convention**

MOVED AND SECONDED, THAT the Committee of the Whole recommend Council direct staff to prepare letters in follow-up to meetings held during the Union of BC Municipalities Convention held September 11-15, 2023 with the various ministries and agencies as follows:

- *Premier David Eby*
- *Ministry of Education and Child Care*
- *Ministry of Forests*
- *Ministry of Health*
- *Ministry of Housing*
- *Ministry of Jobs, Economic Development and Innovation*
- *Ministry of Mental Health and Addictions*
- *Ministry of Post-Secondary Education and Future Skills*
- *Ministry of Public Safety and Solicitor General*
- *Ministry of Social Development and Poverty Reduction*
- *Ministry of Transportation and Infrastructure*
- *Ministry of Water, Land and Resource Stewardship*
- *BC Emergency Health Services*
- *Island Health*

2. **Lower Johnston Road | Pedestrian Safety**

The Chief Administrative Officer advised that concerns regarding lower Johnston Road and pedestrian safety will be discussed with the Ministry of Transportation through the Advisory Traffic Committee meetings as it relates to the previous report completed and in looking at all of Johnston Road for future improvements in conjunction with the establishment of a City Master Traffic Plan.

3. **Wālyaqit - Tiny Home Village | Response to Media Interview**

The Chief Administrative Officer provided a response, in regards to a recent media interview given by one of the project partners regarding delays and increased costs of the Wālyaqit - Tiny Home Village, noting that delays and increased costs can be attributed to several factors, including meeting the stringent requirements of the British Columbia Building Code and implementing necessary life safety measures for the well-being of future residents. These requirements, coupled with architectural specifications aimed at ensuring sustainability and durability, led to additional expenses and extended timelines.

Mayor Minions emphasized the City's commitment to supporting the Project noting that the City donated the property for the construction and allocated approximately \$140 thousand in funding and various in-kind contributions to help initiate and support the project.

4. **Solid Waste Collection Service Update**

The Chief Administrative Officer provided an update on the recent mechanical issues that have resulted in solid waste collection service delays and cancellations, noting that two trucks are presently out of service for repairs leaving only one truck in service. Staff are working to communicate updates to residents as they become available. Service is expected to return to normal next week.

5. **Ongoing Aquatic Centre Closures**

Administration continues to work on building staff capacity through the provision of training for lifeguards at a discounted price as instructors are available. The training is rather involved and those who are interested can visit the City's website at <https://playinpa.ca/programs/> or contact the Parks, Recreation and Culture department at 250.723.2181 for more information.

I. QUESTION PERIOD

Neil Anderson

Inquired regarding correcting the description noted on the agenda under 'Question Period' to reflect the correct information and regarding opportunities for public input at Council meetings.

Charlane

Inquired if Council met with the Ministry of Health during the Union of BC Municipalities Convention, particularly as it relates to healthcare workers unable to work due to mandatory vaccination requirements. Also requested clarification on what active transportation options would be as referenced in the Official Community Plan update.

J. ADJOURNMENT

MOVED and SECONDED, THAT the meeting adjourn at 8:11 pm.

CARRIED

CERTIFIED CORRECT

Mayor

Corporate Officer



CITY OF
PORT ALBERNI

RECEIVED

OCT 11 2023

CITY OF PORT ALBERNI

DELEGATION APPLICATION

CONTACT INFORMATION: (please print)

Full Name: H. Grist (AVCF President)

Organization (if applicable): Alberni Valley Community Foundation (AVCF)

Street Address:

Phone:

Mailing Address: 4255 Wallace Street Port Alberni

Email: info@albernifoundation.ca

No. of Additional Participants:

[Name/Contact Information] K. Watson

MEETING DATE REQUESTED: November 20, 2023

PURPOSE OF PRESENTATION: (please be specific)

Provide an overview of your presentation below, or attach a one-page (maximum) outline of your presentation:

Presentation of 2023 Vital Signs publication produced by AVCF. Brief review of mission, activities, and community support provided by AVCF. Answer questions from Council

Requested Action by Council (if applicable): Make copies of Vital Signs (provided by AVCF) available to the public at City Hall
Consider the community profile information provided in Vital Signs in decision making going forward.

Supporting Materials/PowerPoint Presentation: ☐ No ☒ Yes

Note: If yes, must be submitted by 12:00 noon on the Wednesday before the scheduled meeting date.

SIGNATURE(S):

I/We acknowledge that only the above listed matter will be discussed during the delegation and that all communications/comments will be respectful in nature.

October 11, 2023

Signature:

Date:

OFFICE USE ONLY:

Scheduled Meeting Date: Nov. 20, 2023 Cow

Date Approved: Oct 12/23

Applicant Advised: Oct 12/23

Approved: (Deputy Director of Corporate Services)

☒ Council

☒ Mayor

☒ CAO

☐ Finance

☒ Corporate Services

☒ Agenda

☐ Economic Development

☐ Engineering/PW

☒ Parks, Rec. & Heritage

☐ Development Services

☐ Community Safety

☐ Other

File #

0550-30

Cow Nov 20/23

Personal information you provide on this form is collected pursuant to Section 26 of the *Freedom of Information and Protection of Privacy Act* [FOIPPA] and will only be used for the purpose of processing this application.

Your personal information will not be released except in accordance with the *Freedom of Information and Protection of Privacy Act*.

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OCT 04 2023

CITY OF PORT ALBERNI



BRITISH
COLUMBIA

☒ Council
☒ Mayor
☒ CAO
☐ Finance
☒ Corporate Services
☒ Agenda
☐ Economic Development
☐ Engineering/PW
☐ Parks, Rec. & Heritage
☐ Development Services
☒ Community Safety
☐ Other
File # RM OCT 10/23
0400-28 MDH

VIA EMAIL

Ref. 61625

October 4, 2023

Her Worship Sharie Minions
Mayor of the City of Port Alberni
4850 Argyle Street
Port Alberni BC V9Y 1V8
Email: sharie_minions@portalberni.ca

Dear Mayor Minions:

I am writing to provide you with the final results from the Point in Time (PiT) homeless count that was conducted in Port Alberni on May 2, 2023. The count was led by an independent consultant in collaboration with the Homelessness Services Association of BC (HSABC). HSABC organized the counts on behalf of BC Housing and the Ministry of Housing. The data from this count and others conducted across the province will be included in a provincial summary planned for release in fall 2023.

The results identify the number of people experiencing homelessness in Port Alberni, including those identified as sheltered and unsheltered. Data is also organized by age, gender, Indigenous and racial identity, health concerns, reasons for housing loss, and use of social services. Key limitations and methodological considerations are also included. These results will be posted publicly on BC Housing's website on October 6, 2023, at: <https://www.bchousing.org/research-centre/housing-data/homeless-counts>.

Our government is taking bold steps to tackle the housing crisis and deliver the affordable homes British Columbians need. In Budget 2023, we launched the Homes for People action plan, building on the 2018 housing strategy – the largest investment in housing in BC's history. The action plan includes details on the additional \$4 billion over three years announced in Budget 2023, as well as a commitment to invest \$12 billion over the next 10 years, to deliver more homes faster for people.

.../2

Office of the
Minister of Housing

Website:
www.gov.bc.ca/housing

Mailing Address:
PO Box 9074 Stn Prov Govt
Victoria BC V8W 9E9
Phone: 236 478-3970

Location:
Parliament Buildings
Victoria BC V8V 1X4
Email: HOUS.Minister@gov.bc.ca

Her Worship Sharie Minions
Page 2

Alongside Homes for People, government is implementing Belonging in BC, a collaborative plan to prevent and reduce homelessness. The plan recognizes the intersectional factors that lead to homelessness and brings together all levels of government, BC Housing, Indigenous Peoples, the non-profit sector, developers and the construction industry to ensure all British Columbians get the care and support they need and deserve. The plan received a \$633 million investment in Budget 2022, with a further \$1.18 billion in Budget 2023.

If you have any questions about the count, you can contact M [REDACTED] Dewitt, at [REDACTED]. We hope this data will assist you with the work you are doing to address homelessness in your community.

Sincerely,



Ravi Kahlon
Minister of Housing

Attachment

pc: The Honourable Josie Osborne, MLA, Mid Island-Pacific Rim

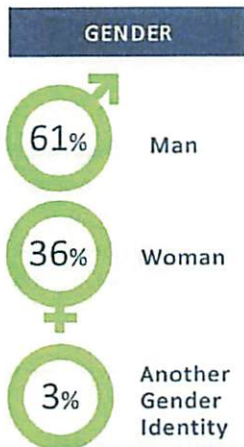
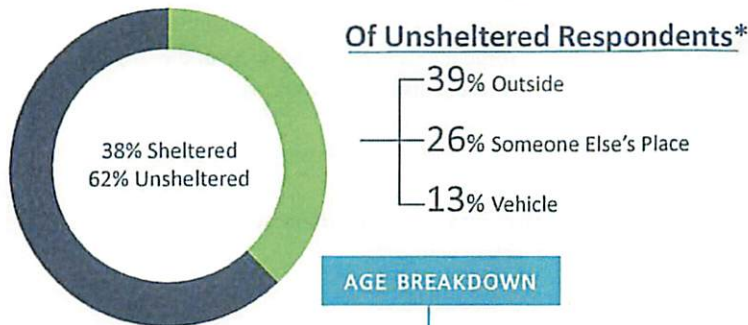
Port Alberni - 2023 Homeless Count

Point-in-Time (PIT) homeless counts provide a snapshot of people who are experiencing homelessness in a 24-hour period, their demographic characteristics, service use and other information.

163

People were identified as experiencing homelessness compared to 125 in 2021.

Where did individuals stay the night of the count?



59%
Experienced homelessness for the first time as a youth

SEXUAL ORIENTATION
18% of respondents identified as 2SLGBTQIA+

TRANS EXPERIENCE
3% of respondents identified as having trans experience

INDIGENOUS IDENTITY
66% of respondents identified as Indigenous

Compared with 15% of the Census population

RESIDENTIAL SCHOOL
84% of Indigenous-identifying respondents reported having lived or generational experience with residential school

RACIAL IDENTITY



* Top responses highlighted

For the purpose of this count, an individual was defined as experiencing homelessness if they did not have a place of their own where they paid rent and could expect to stay for at least 30 days. This included people who:

- Stayed overnight on the night of the count in homeless shelters, including transition houses for women fleeing violence and youth safe houses, people with no fixed address (NFA) staying temporarily in hospitals, jails or detox facilities (defined as "sheltered"); and,
- Stayed outside in alleys, doorways, parkades, parks and vehicles or were staying temporarily at someone else's place (couch surfing) and/or using homelessness services (defined as "unsheltered").

The 2023 PIT Count took place in Port Alberni on the evening of May 1 and the daytime of May 2.

In the 2021 PIT Count, 9% of respondents were under the age of 25. It is important to consider that although this represents an increase from 2021, youth are often underreported in this methodology.

In the 2021 PIT Count, 65% of respondents identified as Indigenous.

This year, the PIT Survey asked respondents if they, a parent, or grandparent attended residential school. The Indigenous Homelessness Steering Committee and the Indian Residential School Survivors Society were instrumental in helping create this question and provide resources for respondents and interviewers to stay safe.

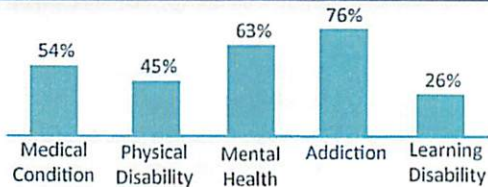


BC HOUSING
RESEARCH CENTRE

REASONS FOR HOUSING LOSS*



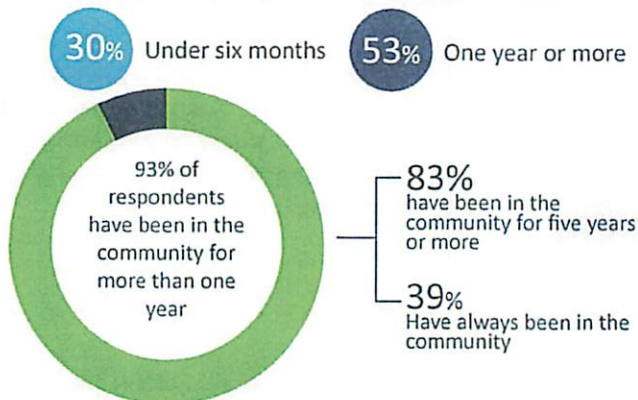
HEALTH CONCERNS



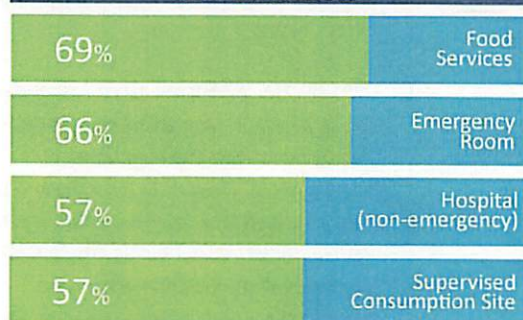
35% Reported an acquired brain injury

85% Reported two or more health concerns

LENGTH OF TIME EXPERIENCING HOMELESSNESS



SERVICES ACCESSED*



OVERNIGHT LOCATIONS IN LAST YEAR*



* Top responses highlighted

PiT counts are an undercount and represent only those individuals identified during a 24-hour period.

- While PiT Counts are an accepted methodological tool, the numbers are understood to be the minimum number of people who are experiencing homelessness on a given day in that community.
- Percentages are based on the number of respondents to each question, not the total population experiencing homelessness.

Responses to health questions were generally consistent with 2021.


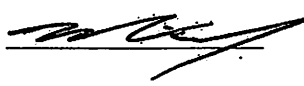
Compared to 73% in 2021, fewer respondents in this count had experienced homelessness for one year or more.

Compared to 2021, fewer respondents have been in the community for less than one year, suggesting many people experiencing homelessness in the community were in the community the last time they were housed.

96% of respondents reported having an income source. The most common income sources were income assistance and disability benefit. Around 10% reported a full or part-time job.

New for the 2023 PiT Count, the survey asked respondents to check all the locations they had stayed in the past year from a list, rather than only asking if they had stayed in a shelter.

Date: November 8, 2023
File No: 0860-02
To: Committee of the Whole
From: M. Fox, CAO
Subject: Public Use of Municipal Venues

Prepared by:  W. Thorpe Director of Parks, Recreation and Culture	Supervisor: M. Fox Chief Administrative Officer	Supervisor:  Mike Fox, CAO
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RECOMMENDATION

THAT the Committee of the Whole recommend Council direct staff to draft an administrative policy regarding appropriate conduct at municipal venues that includes the following language:

- We understand that this venue includes children, youth, adults and seniors of all races, all religions, all cultures, all abilities, all economic levels, all gender identities and all sexual orientations, and we will conduct ourselves in a manner that is respectful of this diverse community.*
- We will comply with all applicable City of Port Alberni bylaws and federal and provincial legislation, including the British Columbia Human Rights Code and Canadian Human Rights Act, which prohibit discriminatory conduct including conduct that would expose persons or groups to hatred or contempt.*
- We understand that City staff and their representatives have the authority to ask an individual or group to leave a City-owned or City-managed venue when that person or group is displaying inappropriate, disruptive, or aggressive behavior that threatens the security and safety of staff, guests, residents, themselves and/or property. Depending on the seriousness of the circumstances and behaviour, the City representative may choose to suspend, ban, or issue a Trespass Notice to the corresponding individual or group.*

PURPOSE

To provide the Committee of the Whole with an update regarding renting municipal facilities to organizations and members of the public.

BACKGROUND

At the October 23, 2023 Regular meeting, Council passed the following two motions:

THAT Council in response to the public statement issued by Tseshah First Nation on October 20th regarding the Action4Canada organization and scheduled events in the City of Port Alberni, direct staff to prepare a report outlining actions to keep City facilities free of hate and inclusive of all groups.
(Resolution No. 23-313)

THAT Council direct staff that the Action4Canada organization [Tanya Gaw] event proposed for October, not be permitted to occur in City facilities.
(Resolution No. 23-314)

City Council has adopted four principles, the pillars of Council's decision-making process:

- Be authentic
- Demonstrate courage, integrity and humility
- Be innovative
- Be respectful, communicative, accountable, and inclusive

To reflect these principles, all residents and guests of the Alberni Valley should feel welcome to attend all local municipal venues.

ALTERNATIVES/OPTIONS

1. That the Committee of the Whole recommends Council direct staff to draft an administrative policy regarding appropriate conduct at municipal venues that includes the following language:
 - We understand that this venue includes children, youth, adults and seniors of all races, all religions, all cultures, all abilities, all economic levels, all gender identities and all sexual orientations, and we will conduct ourselves in a manner that is respectful of this diverse community.
 - We will comply with all applicable City of Port Alberni bylaws and federal and provincial legislation, including the British Columbia Human Rights Code and Canadian *Human Rights Act*, which prohibit discriminatory conduct including conduct that would expose persons or groups to hatred or contempt.
 - We understand that City staff and their representatives have the authority to ask an individual or group to leave a City-owned or City-managed venue when that person or group is displaying inappropriate, disruptive, or aggressive behavior that threatens the security and safety of staff, guests, residents, themselves and/or property. Depending on the seriousness of the circumstances and behavior, the City representative may choose to suspend, ban, or issue a Trespass Notice to the corresponding individual or group.
2. The Committee of the Whole recommends Council direct staff that Council approval be required in cases where rental requests do not align with the organization's core values and/or mission statement.

ANALYSIS

Municipalities typically identify conduct they deem appropriate at City-owned and City-managed venues, rather than restricting specific organizations or individuals from renting municipal venues.

Numerous Canadian communities have outlined expectations of conduct by rental groups at municipal venues:

Community	Policy Excerpt
City of Kelowna	<p>For groups to be considered as Community/Local Non-Profit Organizations and be eligible for the non-profit rate, the following conditions must apply:</p> <ul style="list-style-type: none"> • The purposes and practices of the group are not contrary to the BC Human Rights Act or the group is not involved in the promotion of unlawful activities
City of Vancouver: The Gathering Place Community Centre	<p>Rental groups at the Gathering Place agree to abide by the Statement of Diversity:</p> <ul style="list-style-type: none"> • We are youth, adults and seniors of all races, all religions, all cultures, all abilities and all economic levels • We are men and women of all sexual orientations • We value diversity • We endeavour to reflect the diversity of our neighbourhoods in our membership, our Boards of Management, our volunteers and our staff • We respect all our neighbours • We expect that all who come to our Centre, all those who provide or receive our services, will extend the same respect to all those they meet here • Therefore, we will act to promote the inclusion of all in our Centre and in our community <p>Rental groups will also comply with all applicable City by-laws and Federal and Provincial legislation, including the British Columbia Human Rights Code which prohibits discriminatory conduct including conduct that would expose persons or groups to hatred or contempt.</p>
City of Terrace	<p>The Suspension, Banning, and Trespass Policy gives staff the authority to ask an individual to leave a City-owned or City-managed facility or site when that person is displaying inappropriate, disruptive, or aggressive behavior that threatens the security and safety of staff, patrons, residents, visitors, themselves and/or property. Depending on the seriousness of the circumstances and behavior, staff may choose to suspend, ban, or issue a Trespass Notice.</p>
Town of Banff	<p>Facility rentals will not be permitted for businesses, organizations or individuals who, in the sole discretion of the Town Manager, are inappropriate for the municipality in that their programs, services or business activities do not align with the Town of Banff values as expressed in the Banff Community Plan. Examples of unauthorized rentals would include those that:</p> <ul style="list-style-type: none"> 3. Market or advertise the use of tobacco, cannabis, drugs and/or alcohol; • Promote derogatory, prejudicial, harmful to or are intolerant of any specific group or individual; • Create fiscal hardship for the Municipality and/or its residents; and/or • Make the rental inappropriate for reasons not specified herein. <p>This policy requires that the Renter uphold municipal, provincial and federal standards and regulations inclusive.</p>

The BC *Human Rights Act* dictates:

(1) No person, without a bona fide and reasonable justification, shall

(a) deny to a person or class of persons any accommodation, service or facility customarily available to the public, or

(b) discriminate against a person or class of persons with respect to any accommodation, service or facility customarily available to the public,

because of the race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex or sexual orientation of that person or class of persons.

The Canadian *Human Rights Act* dictates:

It is a discriminatory practice in the provision of goods, services, facilities or accommodation customarily available to the general public

(a) to deny, or to deny access to, any such good, service, facility or accommodation to any individual, or

(b) to differentiate adversely in relation to any individual,

on a prohibited ground of discrimination.

For all purposes of this Act, the prohibited grounds of discrimination are race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

Should Council wish to examine circumstances where rental requests may not align with the organization's core values and/or mission statement, staff could prepare a corresponding report to Council prior to confirming the event, so Council has the opportunity to review the request and permit or deny the rental request accordingly.

IMPLICATIONS

By implementing an administrative policy regarding appropriate conduct at City-owned venues, Council will help ensure all residents and guests feel welcome throughout municipal locations in Port Alberni.

COMMUNICATIONS

Staff will communicate any action from Council to all future rental groups.

BYLAWS/PLANS/POLICIES

Taking a firm stance on appropriate language and behaviour exhibited by rental groups aligns with Council's 2023 – 2027 *Corporate Strategic Plan* priority 5, "Fostering a Complete Community (safe, healthy and inclusive)", and goal 5.4, "People are safe and feel safe."

SUMMARY

Council recently directed staff to prepare a report outlining actions to keep City facilities free of hate and inclusive of all groups, and directed staff not to permit the Action4Canada event in October to occur at City facilities. Staff suggest that the Committee of the Whole recommend that Council direct staff to draft an administrative policy regarding appropriate conduct at municipal venues that reflects Council's principles and reinforces that all residents and guests of the Alberni Valley should feel welcome to attend all local municipal venues.

ATTACHMENTS/REFERENCE MATERIALS

1. 23_10_20 – Tseshaht Public Statement
2. BC Human Rights Code [RSBC 1996] CHAPTER 210
https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00_96210_01#section8
3. Canadian Human Rights Act [R.S.C., 1985] c. H-6
<https://laws-lois.justice.gc.ca/eng/acts/h-6/page-1.html#h-256819>



TSESHAHT FIRST NATION

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October 20, 2023

PUBLIC STATEMENT

Tseshah First Nation strives to foster a stable, safe and supportive community by upholding our cultural values and principles. Tseshah has been informed of a local private event scheduled to take place at Char's Landing on October 24, 2023. The event featured a presentation by Ms. Tanya Gaw and her organization Action4Canada; both of which are known to hold very right-wing, racist perspectives. Tseshah Leadership along with many other residents of Port Alberni voiced their concerns with the venue owner. Although we are glad to hear that the event has since been cancelled, we call on our community to stand together in looking at the deeper issues of racism and hate.

Tseshah First Nation Elected Chief and Council, *hawiih* (hereditary chiefs) and community members strongly condemn any actions that promote ideologies rooted in hate and racism; as well as any organizations that hold space to bring forward such divisive and harmful platforms. In a time where the world needs more unity and love, Ms. Gaw and her followers choose racism as seen in her recent tweet on October 12, 2023 (see photo). At the direction of our *hawiih*, Tseshah formally gives notice that Ms. Tanya Gaw and her organization, Action4Canada, are not welcome in Tseshah territory, which includes the entire Alberni Valley.

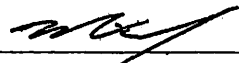
Tseshah and our allies call upon the City of Port Alberni, local businesses and all those within Port Alberni to take a stand against hatred such as those promoted by Ms. Gaw and Action4Canada.

We are reminded that racism is alive and well across this country, including Port Alberni; but we also know that those who embrace such prejudice and discriminatory views are simply the loud minority. We know the majority of our Port Alberni community does not support bigotry of this kind. We call upon our entire community to continue to speak out against hate and racism because if we allow individuals and organizations such as this to practice their "freedom of speech" in this form, it is only going to create more division in this country. We all have a responsibility to create a better future for our children and grandchildren. We encourage everyone to be on the right side of history.

#EndRacismNow

Elected Chief Councillor, Wahmeesh (Ken Watts)
Tseshah First Nation

Date: November 13, 2023
File No: 2735-01
To: Mayor & Council
From: M. Fox, CAO
Subject: Firefighter Resource Planning and Succession

Prepared by: M. OWENS FIRE CHIEF	Supervisor: M. Fox CHIEF ADMINISTRATIVE OFFICER	CAO Concurrence:  M. Fox, CAO
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RECOMMENDATION[S]

THAT the Committee of the Whole recommend Council authorize early budget approval in the 2024-2028 Financial Plan in the amount of \$37,854 [Line 24421] to hire a probationary firefighter for a period of three months to facilitate orientation and training.

PURPOSE

To request Council authorization of early budget approval to hire a probationary firefighter for a period of three months to facilitate orientation and training in support of firefighter resource and succession planning.

BACKGROUND

Port Alberni Fire Department (PAFD) currently employs 20 firefighters in the suppression division. Periodically an unplanned vacancy will arise due to injury, illness, paternity leave, promotion, early retirement or other reasons. When these vacancies occur, firefighters are often requested to fill these additional shifts on overtime, which results in additional costs for the City and additional strain on the individuals filling the shifts.

On June 2, 2023 PAFD embarked on a recruitment process to fill a Firefighter vacancy and the successful candidate worked their first, non-orientation shift more than four months later, on October 18, 2023.

Because it is a small department, PAFD, requires a new firefighter to be ready to perform as a member of the "Core Four" firefighters on an engine company immediately following their two-week orientation whereas larger departments, that do not have this requirement, have the ability to hire individuals who may have less experience and support them as they develop their skills. The consequence of this for the PAFD is that in some cases, opportunities are missed in hiring candidates who have the right personality, resilience, and drive to be great firefighters but who lack in previous firefighting experience.

From the most recent PAFD recruitment there is opportunity to hire a candidate who meets the qualifications for the position. Hiring this candidate now, in advance of a vacancy would provide the opportunity for the candidate to complete their orientation and increase their level of experience in advance of the next vacancy. This would also allow the department to be poised to fill the next vacancy, and likely prevent the requirement for shift coverage resulting in overtime.

Despite a hiring committee that is keen to employ a qualified, talented and diverse workforce that represents the City we serve, the current approach has proved limiting. Proceeding as recommended will not only provide additional trained staff and decreased overtime costs, but will serve to widen the candidate pool promoting diversity within the workforce and enhanced long term succession planning.

ALTERNATIVES/OPTIONS

1. That the Committee of the Whole recommends Council authorize early budget approval in the 2024-2028 Financial Plan in the amount of \$37,854 [Line 24421] to hire a probationary firefighter for a period of three months to facilitate orientation and training.
2. That the Committee of the Whole requests staff bring additional information to a subsequent Committee of the Whole or Council Meeting.
3. That the Committee of the Whole not request additional information or act on the recommendation of staff.

ANALYSIS

Option 1: Allows PAFD to be more strategic in hiring future firefighters for the next generation, whereas the current model has an prerequisite that the candidate have previous firefighting experience and therefore be able to immediately contribute in the very-high demand environment of the Duty Crew “Core Four.” PAFD is showing signs of burnout, some of which can be attributed to significant overtime demands during 2023 vacancies, as well as the increase in call volume. Having a probationary firefighter waiting in the queue will help to alleviate some of the anticipated overtime demands in 2024.

Pros:

- Succession planning versus reactionary hires;
- Hiring of personnel who are more representative of the community that they serve improving community relations and an enhanced sense of safety and security for residents;
- Alleviates risk of burnout of existing PAFD personnel;
- Reduces overtime; and
- Provides sufficient time to orientate new employees to PAFD ahead of being relied upon to perform as a “Core Four” employee.

Cons:

- Potential increased cost; and
- No assurance that employees will not take positions with other departments before being offered permanent employment with PAFD.

Option 2:**Pros:**

- Additional information and ideas may result in a better strategy/decision.

Cons:

- Existing candidate(s) may be hired by other agencies.

Option 3:**Pros:**

- Potential to reduce initial cost per employee.

Cons:

- Future recruitments will be limited to consideration only being given to applicants that have previous firefighting experience;
- Further burnout may result in additional shifts not being filled and an inadequate number of off-duty personnel responding to crew callbacks; and
- Increased overtime costs.

IMPLICATIONS

There will be an increase in the PAFD budget of \$37,854 for wages, benefits, training, and outfitting this position for a period of three months. This is an early approval budget ask for 2024 and subsequent years will be included in the 2024-2029 [5-year] financial plan.

COMMUNICATIONS

Not Applicable

BYLAWS/PLANS/POLICIES

Council Mission Statement:

Our Mission is to enhance the quality of life of residents and taxpayers by creating a vibrant waterfront community...

Providing or facilitating the delivery of high-quality core municipal services and programs;

Balancing economic, environmental and social benefits;

Being fiscally responsible;

Planning and encouraging development to ensure a thriving economy and strong tax base;

Maintaining sustainable infrastructure;

Providing leadership and building partnerships (internal/external) which will be of benefit to the broader community.

Alignment: The Port Alberni Fire Department is one of many high-quality core municipal services offered by the City of Port Alberni. High quality can be enhanced if the visitors and residents we respond to are reflected in our crew. Preventing and/or mitigating burnout will ensure that we can continue to provide service excellence.

Guiding Principles:

Your City Council has adopted four principles. These principles are the pillars of Council's decision-making process:

Be authentic;

Demonstrate courage, integrity and humility;

Be Innovative;

Be respectful, communicative and accountable.

Alignment: PAFD and CPA leadership seek to ensure that opportunities for candidates to apply for positions is not limited unnecessarily. This innovative strategy demonstrates our authenticity in our commitment to this effort.

Responding to Demographic Change:

1.1: The City continues on a thoughtful and sustainable path of reconciliation with First Nations and First Nations Citizens.

1.4: The City adapts in response to ongoing demographic change and community development.

Alignment: The Port Alberni Fire Department is keen to employ a workforce which mirrors the demographics of citizens and visitors we respond to.

Fostering a Complete Community (safe, healthy and inclusive):

5.4: People are safe and feel safe

Alignment: While most in the community feel well protected by the Port Alberni Fire Department there remains a disparity between the lived experiences of some of the community we serve and the employees of PAFD.

SUMMARY

This report seeks to request that the Committee of the Whole provide a recommendation to Council to grant early budget approval of \$37,854 to hire a Probationary Firefighter for a period of three months to facilitate orientation and training in anticipation of vacancies that are occurring in the upcoming year[s].

ATTACHMENTS/REFERENCE MATERIALS

Not Applicable

c: *M. Fox, CAO*
 A. McGifford, Director of Finance