

Appendix B

Table B1. Implications of Proposed CHW Plan Actions

CHW Plan Proposed Actions	Human Resource Implications	Financial Implications	Social Implications
<p>Action 1.1: Adopt a living wage policy.</p> <ul style="list-style-type: none"> ○ Requires that all CRD employees and service providers to the CRD earn, at a minimum, a living wage. 	<ul style="list-style-type: none"> ○ Adopting a living wage policy is a phased process, so the requirements can be completed over a number of years. ○ Would require an update to the Job Evaluation Plan. ○ Living wage employers have greater employee retention. 	<ul style="list-style-type: none"> ○ Would require an amendment to the CRD's Procurement Policy for contracted services provided more than 100 hours per year. ○ Would require a new line-item in Payroll to reflect a Living Wage 'top-up' for employees earning less than a living wage. ○ Based on the 2017 Living Wage calculated by the Community Social Planning Council (\$20.01) this would cost the CRD approximately \$80,000 per year in additional staff wages. There is the potential for contractors to raise their prices if they are required to pay their staff a living wage while working on CRD property. 	<ul style="list-style-type: none"> ○ A Living wage policy would help to level the social and income gradient by providing a higher wage that is more consistent with the cost of living in the capital region. ○ Living wage employers set positive examples for other employers who may be paying low wages to their employees.
<p>Action 1.2: Establish a Child and Youth Health Commission of the CRD.</p> <ul style="list-style-type: none"> ○ To conduct research and make evidence-informed recommendations to the 	<ul style="list-style-type: none"> ○ Existing staff time to establish the Commission. ○ Support from Corporate Communications for webpage development. ○ Support from Finance for any payments. 	<ul style="list-style-type: none"> ○ If modelled after the Traffic Safety Commission the approximate annual operating cost would be \$70,000. Other models are also available, but could 	<ul style="list-style-type: none"> ○ Greater public awareness of the challenges faced by children, youth and families in the capital region.

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<p>CRD Board and the wider community for the purpose of improving the health and wellbeing of young people in the region.</p>	<ul style="list-style-type: none"> ○ Depending on the model used, there could be staff time required to provide on-going support to the Commission. 	<p>have associated staffing costs.</p>	<ul style="list-style-type: none"> ○ Identification of the best avenues/actions to support child and youth health in the capital region. ○ Healthier children, youth and families in the long-term.
<p>Action 1.3: Conduct a regional child care review and gap analysis.</p> <ul style="list-style-type: none"> ○ To identify child care needs within each municipality and to review municipal policy tools available to improve access to child care. 	<ul style="list-style-type: none"> ○ A child care gap analysis was recently conducted by Saanich Neighbourhood Place and the Child Care Resource & Referral Centre. However, greater analysis is needed to determine the impact of the current child care gap and the experiences of families in the region. ○ An external contractor would be hired to do the analysis. ○ A new staff position under the Community Health service would oversee the project. 	<ul style="list-style-type: none"> ○ Approximate cost of \$30,000 to hire a consultant. Update every two years at a cost of \$10,000 per update. ○ This is a project that could be undertaken by the ROM Collaborative should a new staff position be created under the Community Health service and sustainable funding be made available for data collection and analysis. 	<ul style="list-style-type: none"> ○ Access to high quality, affordable child care is an important determinant of health for both children and their families. A better understanding of the child care needs and impacts in the capital region would help all sectors to better understand their role and strategies to address the gaps.
<p>Action 1.4: Develop guidelines which ensure ongoing opportunities for diverse residents to learn about the CRD and regional governance, participate in community engagement processes and be involved in decision-making.</p>	<ul style="list-style-type: none"> ○ Corporate Communications strives to do this in all of their work, however there is no agreed upon policy framework nor is there a way to measure success with diverse groups. ○ Priority direction is needed which could lead to policy development and staff training. 	<ul style="list-style-type: none"> ○ Potential financial implications for staff time and training if a new policy is developed to ensure guidelines are implemented consistently throughout the organization. 	<ul style="list-style-type: none"> ○ Under-served and vulnerable populations would have greater access to information and opportunities to be involved in community impact and decision-making.

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<p>Action 1.5: Develop guidelines around using plain language and provide interpretation services during service delivery and public engagement processes.</p>	<ul style="list-style-type: none"> ○ Corporate Communications is currently looking at accessibility of CRD website, their primary tool for information sharing. Web accessibility standards, if approved by ELT, could inform other policy work. May be staff time for training and cost associated with other policy decisions, i.e. cost of interpretation at in-person engagement sessions. 	<ul style="list-style-type: none"> ○ Plain language consultant could be hired on retainer (if no capacity within existing staff time) to review public engagement materials prior to events at an approximate cost of \$75/hour. Potential financial implications for staff time and training if a new policy is developed. 	<ul style="list-style-type: none"> ○ Under-served and vulnerable populations would have greater access to information and opportunities for civic engagement.
<p>Action 1.6: Work with community agencies to publicize CRD employment and volunteer opportunities to immigrant groups and other traditionally excluded groups.</p>	<ul style="list-style-type: none"> ○ HR is working to expand on their recruitment strategies, including the use of social media. ○ Existing HR staff can work with community partners who serve diverse populations to raise awareness of CRD job opportunities. ○ HR continues to partner with the community through job & career fairs. 	<ul style="list-style-type: none"> ○ No financial implications. 	<ul style="list-style-type: none"> ○ Newcomers and traditionally underserved populations are better able to find and apply for job opportunities within the CRD.
<p>Action 1.7: Adopt a Municipal Alcohol Policy (MAP).</p> <ul style="list-style-type: none"> ○ To regulate alcohol use at CRD recreational facilities and any CRD events which serve alcohol. 	<ul style="list-style-type: none"> ○ Implementing a MAP requires public engagement and Board support. Specific guidelines for developing a MAP have been prepared by the Ministry of Health in collaboration with BC Health Communities. ○ Existing staff time would be required to engage residents 	<ul style="list-style-type: none"> ○ There would be a cost associated with public engagement to determine support for implementing a MAP. ○ Grant funding of up to \$7000 is available through BC Healthy Communities to 	<ul style="list-style-type: none"> ○ Having a MAP facilitates community education about alcohol and its associated issues. ○ A MAP would reduce risk and increase enjoyment of patrons at events hosted on CRD property.

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	to establish support for development of a MAP.	develop and implement a MAP.	<ul style="list-style-type: none"> ○ A MAP would increase public awareness of the need for responsible drinking practices.
<p>Action 1.8: Develop and adopt a Corporate Public Art Policy.</p>	<ul style="list-style-type: none"> ○ Existing staff time to research and develop the policy. 	<ul style="list-style-type: none"> ○ A percentage from each capital project cost (upgrade or growth) could be allocated to a Public Art Reserve fund, up to a pre-determined maximum amount. 	<ul style="list-style-type: none"> ○ More accessible art opportunities ○ Diverse cultural character and celebration of heritage ○ Employment opportunities ○ More culturally informed public ○ More visually appealing environments