Better Together

Moncton's Social Inclusion Plan

2023-2027

MONCTON

Recognition Of Territory

We would like to acknowledge that the land on which we gather is the traditional unceded territory of the Wolastoqiyik (Maliseet) and Mi'kmaq peoples.

We are grateful for the traditional Knowledge Keepers and Elders who have guided us and those who have passed on. Our acknowledgement is an expression of reconciliation and appreciation to those who call this territory home, or to those who are visiting.

Introduction

Moncton is amid a transformative period marked by dynamic growth and increasing diversity. Our population has seen a significant uptick, rising 23.9% over the past 15 years. Projections suggest that by 2046, Moncton could be home to more than 116,200 residents. This isn't just a number; it reflects a community that is becoming more diverse and enriched across various dimensions—age, culture, language, and lived experiences.

While we celebrate this increasing diversity, we recognize that it brings opportunities and challenges. An aging population points towards future needs in healthcare, social security, and accessibility. A rising wave of cultural and sexual diversity enriches our community tapestry, necessitating inclusive policies and community engagement. The surge in recent immigration emphasizes the importance of effective integration strategies.

However, some challenges require collective action and thoughtful planning. Persistent income disparities still affect many in our community, notably vulnerable groups such as children, youth, and single parents. Housing affordability remains a pressing concern, exacerbated by increasing property values. Mental health issues are emerging as a significant area requiring immediate attention, along with public safety and broader accessibility concerns.

The "Better, Together: Moncton's Social Inclusion Plan" aspires to be more than just a set of recommendations. It seeks to serve as a living document that drives action, innovation, and continuous improvement. Built on the foundation of an extensive needs assessment, this strategy incorporates a wealth of data, community input, and expert insights. Each section is organized around 16 foundational pillars, providing specific outcomes and actionable steps designed to address Moncton's most pressing social issues.

Our overarching aspiration is to cultivate a Moncton where growth is expansive and inclusive. We aim to create a city where diversity is not just accepted but celebrated and where each resident feels a sense of belonging and has the opportunity to contribute to shaping the community's future.

A Framework for Community Partners

As we journey toward a more inclusive Moncton, it's essential to recognize that the journey is a collective endeavour. The Moncton Social Inclusion Plan is a compass for municipal decision-making and a versatile tool for many community partners. Whether you're engaged in policy development, advocacy, education, or healthcare, this document is designed to inform and guide your efforts.

The table below provides an overview of key community partners and outlines how each group can leverage this strategy. From grant applications to program development, and from policy dialogues to community initiatives, this guide aims to empower each stakeholder to contribute effectively to Moncton's social inclusion goals.

Community Partner	How This Plan Can Be Used
Municipal Government (City of Moncton)	Guide for prioritizing investments, resources, and actions across various departments.
Provincial and Federal Government Agencies	Framework for discussions and collaborations on social inclusion policies and initiatives.
Nonprofit and Charitable Organizations	Foundation for strategic planning, program development, grant applications, and decision-making.
Charitable Boards	Roadmap for focusing charitable efforts and resource allocation on evidence-based needs.
Educational Institutions	Resource for curriculum development, community outreach, and student support services.
Healthcare	Data source for identifying community health needs and aligning services accordingly.
Local Businesses and Associations	Insight for corporate social responsibility efforts and community engagement strategies.
Residents and Community Members	Empowerment tool for community advocacy and grassroots initiatives.
Cultural and Religious Organizations	Resource for fostering inclusivity and understanding within diverse community settings.

Acknowledgments and Collaborations

In the development of this Social Inclusion Plan, the City of Moncton extends its gratitude to a diverse group of individuals and organizations whose expertise and dedication have been pivotal.

We appreciate the co-chairs, Amanda Hachey and Frances LeBlanc, for their leadership and collaborative spirit. Their guidance through the planning committee discussions has been essential in the formulation of the plans presented.

The planning committee itself, consisting of Councillor Paul Richard, Councillor Daniel Bourgeois, Marc Comeau, Greg Bishop, Susan Plewes,, Mel Kennah, Daniela Fernandez, Mary O'Donnell, Fernanda Dominguez, and Vincent Merola, has been instrumental in this process. Their diverse insights and dedicated efforts exemplify the strong partnership between the City, its residents, and various stakeholders, and have been invaluable in shaping the strategies and actions of this plan.

The City of Moncton staff's contributions have been invaluable, demonstrating a commitment to inclusivity at every level of service provision. Their insights and support have not only enhanced this plan but will ensure its successful implementation.

Our community partners have generously shared their perspectives and experiences, providing a rich understanding of the social fabric of our city. The time and effort they have dedicated reflect a shared commitment to fostering an inclusive community.

We extend thanks to members of the public who engaged with the process, particularly those who participated in surveys. Their input is a testament to the communal nature of our efforts and the importance of having a multitude of voices in these conversations.

Additionally, we are grateful to the City Council for their oversight and governance, ensuring that the voices of our residents are heard and acted upon.

Alignment with Previous Efforts:

The City of Moncton acknowledges Dr. Manju Varma for her research and analysis which contributed to the foundational understanding of systemic issues within our community. Dr. Varma's work, provided to City Council in December 2022, covered a range of topics pertinent to this Social Inclusion Plan, including anti-racism in municipal policy, facility safety, human resources, training, recognition, reconciliation, and community engagement.

The insights drawn from Dr. Varma's report have been valuable during the planning stages. It is important to note, however, that not all recommendations from the report have been directly incorporated into this version of the plan. Some of these recommendations are being addressed in separate existing or planned initiatives by the City.

Vision for an Inclusive Moncton

Vision Statement

In Moncton, the fastest-growing urban region in Canada and a cornerstone of Atlantic Canada, we celebrate our dynamic growth and diversity. United under the theme of "Better, Together," we work collectively toward a future where everyone belongs, thrives, and contributes. With a shared commitment to breaking down barriers and ensuring equitable opportunities, we aim to be a model community of wellbeing and vibrant inclusivity.

About our Vision Statement

The vision statement for this Social Inclusion Plan is both a declaration of intent and a celebration of Moncton's unique attributes. Each component is carefully chosen to reflect the community's aspirations and the pillars of this plan:

- Celebrating Moncton's growth and regional importance: The opening acknowledges Moncton's rapid expansion and its role as a pivotal community in Atlantic Canada, setting the stage for the plan's significance.

- Dynamic growth and diversity: These terms nod to the city's increasing population and cultural diversity, emphasizing that these are strengths to be celebrated.

- Collective work toward an inclusive future: This phrase captures the essence of community engagement and underscores the shared responsibility in realizing social inclusion.

- Breaking down barriers and ensuring equitable opportunities: These action-oriented terms align with the plan's objectives to address economic disparities, housing issues, and other social barriers.

- Model community of wellbeing and vibrant inclusivity: The vision concludes by setting an aspirational goal, indicating Moncton's ambition to serve as a model for other communities.

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We really need to **broaden our definition** on what housing looks like,

and think about ways to meaningfully put roofs over our heads.

Highlights: Social Inclusion Needs Assessment

The Social Inclusion Needs Assessment serves as a comprehensive exploration of Moncton's social landscape, illuminating the challenges and opportunities facing our rapidly growing and diversifying community. It delves into multiple facets of social inclusion and offers a data-driven foundation for the strategies and actions outlined in this Social Inclusion Plan.

The following highlights provide a succinct overview of the key challenges and insights identified in the full Social Inclusion Needs Assessment. This condensed version serves as a quick reference for stakeholders and the wider community, summarizing the most pressing issues that require collective action.

Highlights

Moncton, a **rapidly growing city**, has experienced a 23.9% increase in population from 2006 to 2021, with an estimated population of 116,200 expected by 2046. This growth has brought about **substantial demographic changes**, including an increase in the 65+ age group and a rise in diversity, with a growing Indigenous population and a rise in diverse sexual identities among students. Immigration has also substantially contributed to the city's growth, with immigrants making up 10.9% of the population in 2021.

However, the city faces several challenges. The **participation rate** in employment has slightly **decreased**, and the **unemployment rate** has **increased.** Concerns about **poverty persist**, particularly among certain vulnerable groups, despite a decrease in the overall **prevalence of low income. Housing issues are prominent,** with a lower homeownership rate than the provincial and national levels, increasing the average value of dwellings, and concerns about **housing affordability.**

This report identifies that areas with high concentrations of **children in housing need, low-income seniors, single-parent households, immigrants lacking language proficiency, and unemployed people living alone face distinct challenges.** These challenges include disruption to education, social isolation, financial instability, and limited employment opportunities.

Health-related issues, both **physical** and **mental**, are areas of concern. A substantial portion of the population lives with diverse abilities, indicating a **need for accessible services and infrastructure. Mental health and addictions** are also areas of concern, with many students reporting mental health issues.

Institutional and administrative barriers that need to be addressed have been identified, including the need for a comprehensive plan to address identified barriers and **increased collaboration and communication** between government and non-governmental organizations.

Accessibility is a key issue, especially for newcomers who face barriers to service access. These include language, knowledge, and transportation barriers. It is important to consider these barriers when designing services for newcomers, to ensure their needs are met and they are able to participate fully in the community.

Finally, the **limited transit availability** in the city's outskirts disproportionately affects seniors, households facing housing affordability issues, low-income households, those in core housing need, unemployed people, and immigrants. Expanding and optimizing transit routes to ensure equitable access for all, especially in areas with vulnerable populations, is essential.

Addressing these challenges requires comprehensive and inclusive policies and programs, increased collaboration and communication between service providers, and a commitment to creating a more inclusive community where all residents can fully participate in society.

The following summary outlines the main challenges identified in the Social Needs Assessment for the city of Moncton.

Growing Population

- Moncton is one of the fastest-growing metropolitan areas in Canada, with a 23.9% population increase between 2006 and 2021. The community has also seen substantial demographic shifts over the past decade, with a growing senior population.

Diversity

- Moncton's overall diversity is increasing, with a substantial rise in diverse sexual identities among students.

- Immigration has substantially contributed to the city's growth, with a notable influx from the Philippines, India, and Nigeria in recent years.

- Moncton's Indigenous population (encompassing First Nations, Métis, and Inuit communities) is growing.

Income and Poverty

- There are concerns about poverty, particularly among certain vulnerable groups, such as children and youth, single-parent households, and people living alone.

- The prevalence of low-income households has decreased, but low-income levels remain a serious issue.

- The city's participation rate in employment has slightly decreased, and the unemployment rate has increased.

Housing

- Moncton has a lower homeownership rate than New Brunswick or Canada.

- The average value of dwellings has increased substantially.

- Housing affordability is a concern, particularly among renters.

- The percentage of households in core housing need has decreased, but it is still a challenge.

- Homelessness is also a pressing issue, with 316 people experiencing homelessness as of August 2023 (BNL and HIFIS).

Intersectional Analysis

- There are specific challenges faced by certain groups, including children in core housing need, seniors with low income, one-parent families in core housing need, immigrants who do not speak or read either official language, and people living alone and experiencing unemployment.

- These intersectional challenges highlight the need for targeted interventions and support for vulnerable groups.

Physical Health and Diverse Abilities

- There is a substantial portion of the population with diverse abilities, indicating a need for accessible services and infrastructure.

- There are potential gaps in service provision for people with physical health issues and diverse abilities, underscoring the need for improved access to care services.

Mental Health and Recovery

- Mental health and addictions are areas of concern, with many students reporting mental health issues.

- There are gaps in mental health and substance abuse services, highlighting the need for increased funding for mental health services and public awareness campaigns about mental health and addictions.

Institutional and Administrative Barriers

- There are institutional and administrative barriers to be addressed, including the need for a comprehensive plan to address identified barriers and increase collaboration and communication between government and non-governmental organizations.

Accessibility and Newcomers

- Accessibility is a key issue, with a substantial portion of the population having diverse needs and abilities.

- There are barriers to service access for newcomers, including language, knowledge, and transportation barriers.

- There is a need to consider these barriers when designing services for newcomers to ensure their needs are met and they can fully participate in the community.

Crime and Safety

- The rates of total violent and property crimes in Moncton have generally increased from 2016 to 2022. Property crime rates are consistently higher than violent crime rates.

Transit Availability

- The city's outskirts exhibit lower transit availability than the urban center, restricting access for its residents. This disparity poses severe challenges in reaching essential services, job opportunities, and community events.

- Transit limitations are of particular concern in areas with high concentrations of seniors, households dealing with limited affordable housing, low-income families, those in core housing need, unemployed people, and immigrants.

Better, Together: Framework for Action

Social inclusion means different things to different people. In Moncton, we've shaped our understanding through community talks and feedback from the Moncton Let's Chat Survey. This has given us a clear, local perspective on social inclusion for our city.

Our approach to social inclusion is broad, allowing us to tackle many issues. It also means we need to work closely with various community partners. This expansive approach comes with complexities, such as the overlap with other strategic mandates like the City of Moncton's Implementation Plan for Affordable Housing or our Diversity, Equity and Inclusion Policy, for example.

The pillars in this plan don't capture the full scope of what we can do, or are already doing, in the realm of social inclusion; instead, they represent focused actions designed to make a meaningful impact on social inclusion in Moncton, based on the feedback we received.

Social Inclusion Pillars

The pillars in this Social Inclusion Plan act as the framework guiding our concerted efforts toward greater inclusivity. Each is deeply rooted in Moncton's unique social fabric, designed to address the distinct challenges and opportunities that our community encounters. They each offer a set of targeted outcomes and action plans, thoughtfully crafted to align with our overarching vision of an inclusive Moncton.

Collaboration

The "Better, Together: Moncton's Social Inclusion Plan" is a comprehensive, dual-purpose guide for fostering an inclusive community. It is organized into two main components:

- Municipal Considerations: These are specific commitments and directions proposed for prioritization and investment by the City of Moncton. They are guided by the Council and the executive team and fall within the City's existing or potential mandate for action.

- Community Partners: Ideas for Actions: Based on data, community feedback, and best practices, these are actionable insights and recommendations intended for various community stakeholders. While not exhaustive, they offer a starting point for community-led initiatives to advance social inclusion.

Municipal considerations marked with (SIR) indicate that 'Significant Investment Could Be Required.' The need for such investment will depend on various factors, including the scope of the commitment and available resources. These considerations are either within the City's existing mandate or may necessitate additional investment. They will be evaluated alongside other city priorities and are intended to inform investment decisions throughout the plan's implementation period.

Both parts are designed to create a unified, strategic framework for social inclusion, inviting collaboration across multiple sectors. Many partners, including the City of Moncton, are already making significant contributions toward social inclusion.

This plan aims to align and augment these existing efforts while providing a structured way for community partners to engage. It draws from a wealth of data, community input, and expert insights to provide actionable steps for tackling Moncton's most pressing social issues.

Better, Together Pillars

The following pillars have been identified as key focus areas for the Moncton Social Action Plan:

Pillar 1:
Anti-Racism

Pillar 2: Collaboration and Partnerships among Government and Nonprofits

Pillar 3: Community Safety and Wellbeing

Pillar 4: Digital Literacy and Access

Pillar 5: Diversity and Cultural Inclusivity

Pillar 6: Economic Inclusion

Pillar 7: Empowered Governance and Inclusive Operations

Pillar 8: Engagement and Representation in Decision-Making

Pillar 9: Food Security and Nutrition

Pillar 10: Housing Affordability and Quality

Pillar 11: Mental Health and Recovery

Pillar 12: Language Support and Communication

Pillar 13: Older Adult Support and Engagement

Pillar 14: Reconciliation and Indigenous Rights

Pillar 15: Transportation and Mobility

Pillar 16: Youth Development and Support

These pillars represent the diverse facets of life in Moncton that contribute to social inclusion. In the sections that follow, each pillar will be explored in detail, including its importance, desired outcomes, and specific calls to action for both the community and the City of Moncton.

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We tend to work in silos and hierarchies and **this doesn't serve to move things forward.**

Pillar 1:
Anti-Racism

The Anti-Racism pillar embodies Moncton's commitment to racial equity as a core community value. By acknowledging the impact of systemic racism, this pillar serves as a guide for active efforts aimed at dismantling such systemic barriers. The ultimate goal is to cultivate a community where each resident, regardless of racial or ethnic background, has the opportunity to thrive.

1.O1: Dismantle systemic barriers perpetuating racial inequities.

Municipal Considerations:

O1.A: Review and update existing city policies, practices, and services through an anti-racist lens, collaborating with community stakeholders.

O1.B: Develop a stand-alone anti-racist policy for city staff with clear descriptions, steps, and consequences. The policy should be distinct from general respectful workplace or anti-bullying policies and should be highly visible in all city-related and city-funded facilities. Its adoption should be presented in a public manner.

O1.C: (SIR) Establish a streamlined, arms-length Anti-Racism Task Force with at most seven members. This task force will have direct communication channels with the City Council and will be tasked with handling complaints, providing training, and guiding policy development. The task force will focus on one or two measurable objectives annually and aims for clear accountability and influence, with meetings open to the public.

1.O2: Boost racial literacy and cultural competency across various community sectors.

Municipal Considerations:

O2.A: Launch a community-wide anti-racism campaign, which includes educational resources, workshops, and events.

O2.B: Allocate funding for anti-racism workshops at least 20 non-profits annually.

Ideas for Action

Schools and Educational Institutions:
Integrate anti-racism and cultural competency modules into curriculums. Host guest speakers to educate students and staff on the topic.

Faith Communities:
Organize interfaith dialogues focusing on eradicating racial prejudice and promoting community harmony.

Healthcare Providers:
Incorporate cultural competency into staff training programs to offer equitable healthcare services to all residents.

Sports Teams and Clubs:
Implement and enforce codes of conduct that include a zero-tolerance policy for racial abuse or discrimination.

Local Businesses:
Take the initiative to provide anti-racism training for employees. Adopt diversity and inclusion policies and display them visibly for customers to see.

Media Outlets:
Prioritize the publication of stories that spotlight community diversity and anti-racism initiatives. Challenge stereotypes through responsible reporting.

Public Libraries:
Independently curate collections and reading lists focusing on anti-racism and social justice.

Community Members:
Take personal responsibility to educate oneself about systemic racism, its history, and ways to combat it. Share resources and engage in dialogue within personal networks.

Pillar 2: Collaboration and Partnerships among Government and Nonprofits

The Collaboration and Partnerships among Government and Nonprofits pillar reflects Moncton's aspiration for a thriving, interconnected community. This pillar emphasizes the importance of multi-sectoral collaboration in advancing social inclusion. It serves as a roadmap for collective action, promoting connectedness between governmental and non-governmental organizations to address complex social challenges.

2.O1: Foster enhanced coordination and collaboration among community partners for targeted and effective resource allocation.

Municipal Considerations:

O1.A: Develop and publicly share comprehensive neighbourhood profiles highlighting each area's unique assets, demographics, and service support needs. These profiles, informed by accurate data and resident input, aim to be a resource for funders and service providers, enabling targeted and effective resource allocation.

O1.B: Offer capacity-building support to local nonprofits to strengthen their grant application skills, ensuring a broader reach of funding opportunities within the community.

O1.C:
(SIR) Establish a "Funding Coordination Table" with representatives from various government agencies, non-governmental organizations, community groups, and potential funding bodies. This table aims to regularly identify, discuss, and coordinate funding opportunities, enhancing Moncton's ability to channel funding effectively towards impactful social inclusion initiatives. This will include exploring options for joint funding applications and sharing information on upcoming funding calls.

2.O2: Enhance transparency and accountability in social inclusion initiatives through real-time data tracking and reporting.

Municipal Considerations:

O2.A:
(SIR) Create a publicly accessible online dashboard that displays real-time data on the progress and impact of social inclusion initiatives.

O2.B:
(SIR) Encourage all stakeholders, including government agencies, NGOs, and community groups, to contribute data and insights to this platform for better coordination and informed decision-making.

Ideas for Action

Local Businesses:

Direct Corporate Social Responsibility (CSR) initiatives and funding towards organizations that are promoting one or more pillars of social inclusion, or addressing urgent needs as laid out in the Social Inclusion Plan Needs Assessment.

Community Organizations:

Conduct internal reviews of performance metrics and Key Performance Indicators (KPIs) to align with the pillars of the Social Inclusion Plan. Adjust organizational goals and actions based on these reviews to better meet community needs.

Funders:

Assess funding decisions in collaboration with other community stakeholders, prioritizing initiatives that address urgent needs identified in the Social Inclusion Plan Needs Assessment. Consider revising the criteria for social donations to align with these community-identified needs.

Pillar 3:
Community Safety and Wellbeing

The Community Safety and Wellbeing pillar represents Moncton's focus on creating environments where every resident not only survives but thrives. This pillar recognizes that social inclusion is impossible without a baseline of safety and access to basic needs like housing, food, and transportation. By using a community-based approach, the city aims to manage public spaces respectfully and address the complexities of substance use through proactive and trauma-informed strategies.

3.O1: Use community-based strategies to achieve a balanced and respectful approach to public space concerns.

Municipal Considerations:

O1.A: Explore the need for sustained funding for basic needs operations throughout the city to ensure accessible and adequate support for individuals experiencing homelessness or housing instability. This includes public water fountains and toilets, showers, and laundry facilities.

O1.B: Collaborate with existing operations, such as churches, to supplement public space support services.
(SIR)

O1.C: Consider expanding basic needs facilities to additional locations based on community needs.
(SIR)

O1.D: Develop a public information campaign and provide regular updates on the coordinated efforts, successes, and limitations of managing encampments, as well as the investments made by the City of Moncton and other partners.

3.O2: Continue to develop and implement safety models that address the complexities of increasing life-threatening substance use, emphasizing proactive engagement and trauma-informed practices.

Municipal Considerations:

O2.A: Continue to provide and update training for community officers in trauma-informed practices, conflict resolution skills, cultural competency, and first-responder tactics, including administering Narcan and other life-saving measures.

O2.B: Evaluate the ROI of allocating additional community officers trained in trauma-informed practices to
(SIR) enhance the city's capacity for proactive engagement in public spaces.

Ideas for Action

Schools and Educational Institutions:

Collaborate with technology and marketing experts to design and roll out a comprehensive social media campaign tailored to the platforms and trends popular among students. This campaign should focus on educating students about the complexities of substance use, including vaping, poly-substance use, and emerging synthetic drugs. The latest research should inform the content on both substance use behaviours and technology engagement patterns among children and youth.

Healthcare Professionals:

Partner with schools and educational institutions to incorporate overdose awareness and response training into health and wellness curricula.

Parent Groups:

Incorporate discussions on substance use and community safety into meetings and newsletters. Partner with local experts to provide parents and teachers with the tools they need to discuss these issues with children and youth.

Public Libraries:

Create resource hubs that provide free, easily accessible information on substance use, harm reduction, and public safety resources. Offer workshops and seminars in partnership with local experts and healthcare professionals.

Pillar 4:
Digital Literacy and Access

The Digital Literacy and Access pillar aims to level the playing field in our increasingly digital world. As technology becomes integral to daily life, the lack of access to digital tools and the skills to use them perpetuates social inequities. This pillar serves as Moncton's commitment to ensure that each resident, irrespective of income or location, has the digital access and literacy needed for full social participation.

4.O1: Bridge the digital access gap to ensure every resident has reliable and affordable internet connectivity, fostering equal opportunities for online education, employment, and civic engagement.

Municipal Considerations:

O1.A: Advocate for affordable internet plans with service providers, focusing on low-income households and underserved areas.

O1.B: Establish Community Wi-Fi Zones in key public spaces such as parks, community centers, and libraries, **(SIR)** focusing on priority neighbourhoods to enhance digital access and inclusivity for residents, supporting online education, job searching, and community connectivity.

Ideas for Action

Local Businesses:

Offer free Wi-Fi and designate "digital access corners" in your establishments, especially if located in underserved areas. Display signs promoting digital literacy programs and other community resources.

Healthcare Facilities:

Create information hubs that guide patients and visitors in accessing free and low-cost online health resources and apps safely. Offer workshops on telehealth usage, digital health records and AI-supported health apps.

Technology Companies and Start-Ups:

Donate hardware and software to schools, libraries, and community centers. Offer employee volunteer hours for providing digital literacy training. Partner with other companies to create a granting program focused on digital literacy and access, supporting initiatives that bridge the digital divide in priority communities, based on the neighbourhood profiles (2.O1.A).

Community Organizations:

Invest in hiring staff with digital literacy and technology skill sets as part of broader organizational development. This will not only enhance service delivery through digital transformation but also make the workforce more competitive

Pillar 5:
Diversity and Cultural Inclusivity

In Moncton, we aim for a community where everyone feels welcome and valued, no matter their culture or background. This pillar focuses on increasing cultural understanding, making public spaces and services more inclusive, and recognizing that our community's diversity is one of its greatest strengths.

5.O1: Facilitate the continuous integration of diverse cultures into the community's social fabric, fostering ongoing engagement and education.

Municipal Considerations:

O1.A: Promote and provide spaces for community-led cultural events and initiatives through city platforms and facilities, encouraging cultural exchange and understanding.

O1.B:
(SIR) Organize an annual Social Inclusion Summit to enable public engagement and foster a deeper understanding and appreciation of cultural diversity within the community.

O1.C:
(SIR) Establish a Community Integration Microgrant Program to support collaborative initiatives between multicultural groups and associations that focus on different diversities. The program would provide small grants to fund joint projects to foster community integration and mutual understanding. These could range from cultural exchange events to educational workshops, community service projects, or any other activity that brings different groups together for a shared purpose.

5.O2: Make public spaces and services more accessible and inclusive for every cultural group.

Municipal Considerations:

O2.A: Conduct a comprehensive audit of human resources, training manuals, and procedures by the City of Moncton's Internal Diversity, Equity, and Inclusion (DEI) Working Group. This audit will include a review of cultural competence and alignment with city values. Simultaneously, establish a board of diverse community representatives to refine training materials and protocols, extending to transit staff, contractors, new council members, and other city personnel.

O2.B: Develop and implement a Social Procurement Policy that encourages hiring and sourcing from local, diversely-owned, and socially-responsible businesses for city projects and procurement needs. Allocate resources to educate city procurement staff on the policy and monitor its impact on promoting economic inclusivity and equitable growth within Moncton. Include training for contractors on a code of conduct that aligns with principles of social inclusion, including anti-racism.

O2.C:
(SIR) Install multilingual signage at city locations, including parks, trails, and buildings, to enhance accessibility and inclusivity for individuals of various linguistic backgrounds.

Ideas for Action

Local Media Outlets:
Regularly feature stories that celebrate cultural diversity and highlight the contributions of various communities in Moncton. Provide a platform for voices from diverse backgrounds to share their experiences and perspectives.

Local Businesses:
Take an active role in making public spaces more inclusive by providing cultural representation in storefronts, advertising, and product offerings. Implement a diversity and inclusion policy that extends to customer interactions, ensuring that all individuals, regardless of their cultural background, feel welcomed and respected. Consider sponsoring public art or community spaces that celebrate cultural diversity.

Faith Communities:
Open doors for interfaith dialogues and cultural exchange events. Use places of worship as venues for community discussions about diversity and social inclusion.

Chambers of Commerce and Business Associations:
Encourage member businesses to adopt diversity and inclusion policies. Offer workshops and resources on how to make workplaces more inclusive and how to reach diverse customer bases effectively.

Healthcare Facilities:
Develop and implement training programs that focus on understanding cultural nuances in healthcare access, including both medical and mental health support. Educate healthcare providers on the importance of cultural efficacy in patient care to ensure that treatment plans are effectively communicated and executed for individuals from diverse backgrounds.

All Community Partners:
Participate in, organize, sponsor, and promote the annual Social Inclusion Summit. Leverage this platform to address and discuss key issues related to diversity and cultural inclusivity. Use the summit as an opportunity to forge new partnerships, share best practices, and co-create solutions for fostering a more inclusive community.

Pillar 6:
Economic Inclusion

The Economic Inclusion pillar aims to ensure that economic opportunities are accessible to everyone in Moncton. This pillar focuses on creating an environment where prosperity is an individual achievement and a collective journey. It aims to review, adapt, and introduce new policies that foster inclusive economic growth.

6.O1: Develop and implement policies encouraging an inclusive economy and equitable growth.

Municipal Considerations:

O1.A: In collaboration with local business associations, economic development entities, and community groups, review existing economic policies. The aim is to identify areas for improvement that can foster greater inclusivity and equitable growth.

O1.B: (SIR) Partner with local organizations, such as the Chamber of Commerce for Greater Moncton and Downtown Moncton Centre-ville Inc., to offer mentorship and skills training sessions for underrepresented entrepreneurs. The focus will be on critical sectors such as retail, technology, and green industries.

O1.C: (SIR) Explore establishing a microgrant program, focusing on projects that improve the economic conditions in underserved areas. This program should prioritize scalable and sustainable initiatives over the long term.

6.O2: Ensure equitable access to city programs and events for low-income residents.

Municipal Considerations:

O2.A: Initiate community outreach in priority neighbourhoods identified through the neighbourhood profiles (2.O1.A). Engage residents to understand their needs and barriers, and tailor city programs to enhance their accessibility and appeal.

O2.B: (SIR) Introduce a sliding fee scale or scholarship program, leveraging neighbourhood profiles (2.O1.A), to make city programs more accessible in targeted low-income areas.

Ideas for Action

Local Financial Institutions:

Develop loan programs or financial products tailored for entrepreneurs from underrepresented groups, including lower-income communities and diverse cultural and gender groups.

Community Organizations:

Create and implement financial literacy programs focusing on actionable, practical solutions for individuals facing economic challenges. These programs should provide non-patronizing guidance and should prioritize areas like tax clinics, accessing benefits, and other financial opportunities that are often underutilized. Collaborate with local financial institutions.

Local Businesses:

Expand professional networks and build strong relationships with community organizations focusing on diverse groups. Use this collaboration to inform and adapt hiring practices and workplace policies, ensuring they are barrier-free.

Pillar 7:
Empowered Governance and Inclusive Operations

This pillar represents Moncton's dedication to embedding social inclusion within the very fabric of its governance structures. It aims to prepare council members to be proactive advocates for social inclusion, ensuring that the perspectives and needs of the entire community are considered in municipal decision-making.

7.O1: Equip council members with the tools and knowledge needed to integrate social inclusion considerations effectively into governance.

Municipal Considerations:

O1.A: Modify the council submission form to include a section that prompts explicitly for the social inclusion impact of proposed activities.

O1.B: Arrange quarterly presentations on pertinent social inclusion topics for council members, featuring insights from community experts or knowledgeable city staff.

O1.C: Implement a training program on inclusive governance for council members to enhance their understanding and capability to champion social inclusion initiatives.

Ideas for Action

Schools and Educational Institutions:

Partner with the city council to develop educational materials and workshops focused on social governance and inclusion. These resources can be used in local schools to educate the children and youth on the importance of inclusive and diverse governance.

Community Organizations:

Regularly engage with council members through open forums, presentations, or consultations to provide insight into the community's needs and perspectives. Use data-driven storytelling to present compelling, evidence-based cases for specific social inclusion initiatives.

Pillar 8:
Engagement and Representation in Decision-Making

The Engagement and Representation in Decision-Making pillar embodies Moncton's commitment to fostering a participatory governance culture where every citizen has a say in the decisions that impact their lives. Through enhanced transparency, accountability, and broad representation, this pillar seeks to build a governance approach that listens to and actively incorporates the diverse voices and needs of all community members.

8.O1: Increase transparency and communication to build trust between city officials and the public.

Municipal Considerations:

O1.A: Establish outreach programs specifically designed for underrepresented communities, informed by neighbourhood profiles (2.O1.A). These programs should cover childcare and travel costs to remove barriers to participation in city meetings and consultations.

O1.B: Expand current communication channels beyond "Let's Chat" and Council meetings by introducing community ambassador programs, door-to-door engagement, and other proactive efforts in parks and public spaces. Train volunteers and enlist Council and staff to engage the community in these various ways, using neighbourhood profiles (2.O1.A) for targeted outreach.

8.O2: Encourage diverse representation in city governance structures, reflecting Moncton's demographics.

Municipal Considerations:

O2.A: Formalize in policy and practice the active recruitment of diverse candidates for city committees, boards, and commissions. Work through the Internal Diversity, Equity, and Inclusion Committee to review and update recruitment strategies, ensuring a representation that reflects Moncton's demographics.

O2.B: Launch a public awareness campaign in collaboration with newcomer and multicultural associations to encourage individuals from diverse backgrounds to participate in city governance structures. Highlight the importance of diverse perspectives in decision-making and host workshops for newcomers on governance in Moncton, New Brunswick, and Canada.

O2.C: Advocate for the right of Permanent Residents to vote in local and provincial elections to diversify representation in governance structures further.

Ideas for Action

Community Organizations:

Organize workshops and training sessions to equip individuals from diverse backgrounds with the knowledge and skills to participate in city governance structures. Use various communication channels to spread awareness about the opportunities for public participation in local decision-making.

Schools and Educational Institutions:

Offer workshops and invite guest speakers focused on the role of social inclusion in local governance. Engage students in discussions about the importance of diverse representation, equitable decision-making, and how social inclusion principles can be applied in community governance.

Local Businesses:

Develop Get Out the Vote campaigns during local, provincial, and federal elections. Use business platforms to disseminate information on voting locations, important dates, and the voting process.

Faith Communities:

Use congregational gatherings as a platform to inform members about upcoming city meetings, available committee positions, and opportunities for public participation. Encourage active civic engagement from community members, using the values and principles from this social inclusion plan.

Pillar 9:
Food Security and Nutrition

The Food Security and Nutrition pillar represents Moncton's commitment to improving access to nutritious, affordable, and safe food for all residents. Acknowledging that access to quality food is critical to overall health and wellbeing, this pillar focuses on reducing food insecurity and fostering equitable opportunities for better nutrition. Through partnerships with local organizations, government agencies, and community members, we aim to make positive, incremental changes in our local food system, enhancing the quality of life for all.

9.O1: Promote community engagement in local food production and sustainable practices.

Municipal Considerations:

O1.A: Initiate a citywide campaign promoting the benefits of urban agriculture, showcasing local success stories, and providing resources for community members to start their own urban agriculture projects.

O1.B: Collaborate with local agriculturists to develop a comprehensive Urban Farming Toolkit, providing guidelines, best practices, and resources for aspiring urban farmers, facilitating their journey from novice to seasoned urban agriculturalists.

O1.C:
(SIR) Host regular workshops and hands-on training sessions on sustainable gardening practices, composting, and water conservation, encouraging community members to actively participate in local food production.

O1.D:
(SIR) Establish an urban bee-keeping pilot program to encourage local food production and biodiversity.

O1.E:
(SIR) Directly support targeted schools or areas struggling with high food insecurity, to better meet the needs of students and community members. Use the neighbourhood profiles (2.O1.A) to identify priority schools/areas.

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Ensuring that the essentials are guaranteed for everyone. **People should be able to live, and not only try to survive.**

This includes access to housing, food, and transportation.

9.O2: Enhance accessibility and availability of community food resources, emphasizing support for established initiatives and new opportunities.

Municipal Considerations:

O2.A: Continue to support established community gardens such as those at the Vaughn Harvey YMCA, the Peter McKee Center, the Park and Pine Community Garden, and any others that may develop.

O2.B: Use the city's GIS platform to develop a detailed map showcasing all city-owned food-bearing trees and shrubs. Complement this digital resource with on-site informational signage where applicable, providing an easily accessible visual guide for the community to locate and learn about these local food resources.

O2.C: Collaborate with existing community food programs such as Headstart's fresh produce box, the Peter McKee Centre's food bank, and the Library's food shelf to enhance their visibility and accessibility. Develop a public awareness campaign to inform residents of these resources, especially targeting underserved neighbourhoods based on neighbourhood profiles (2.O1.A).

Ideas for Action

Local Farmers and Agriculturalists:

Offer educational workshops and classes to the community on sustainable farming and gardening techniques. Consider creating programs specifically designed for schools, seniors, and other specialized groups.

Local Businesses:

Sponsor community gardens or urban farming initiatives. Provide resources such as seeds, soil, and gardening tools, and consider employee volunteer programs to assist in garden maintenance.

Local Restaurants:

Create a "Culinary Mentorship Program" that offers two-week paid opportunities for newcomers, young people from diverse backgrounds, or those who are underemployed. The program enhances skills in cooking food preparation, and kitchen management, focusing on diverse cuisines that reflect Moncton's multicultural community. This initiative not only provides valuable work experience but also contributes to the preservation and sharing of diverse food cultures.

Schools and Educational Institutions:

Incorporate food and nutrition education into the school curriculum. Partner with local farmers and food security organizations for hands-on learning opportunities, such as farm field trips or alternative growing methods like hydroponics.

Funders:

Fund a local "Community Food Advocate" to address short, medium, and long-term food access issues. This specially trained advocate would work directly with individuals and families in navigating immediate food assistance programs, applying for relevant government benefits, and exploring employment opportunities that can provide long-term food security.

Pillar 10:
Housing Affordability and Quality

The Housing Affordability and Quality pillar aims to create a community where every resident has access to homes that are not just affordable, but also safe and dignified. This pillar focuses on boosting the availability and accessibility of quality housing, recognizing it as the cornerstone of a fulfilling life and a resilient, inclusive community. Through targeted actions and collaborative efforts, we strive to ensure that housing in Moncton meets diverse needs, enhancing the wellbeing and social inclusion of all residents.

10.O1: Boost the availability and accessibility of affordable, safe, and dignified housing in Moncton.

Municipal Considerations:

O1.A: (SIR)   Focus on implementing the six goals and 57 actions outlined in Moncton's Community Implementation Plan for Affordable Housing, as committed in the previous action plan.

O1.B: Pursue partnerships with the federal government to increase the housing stock across the continuum, ensuring options are available for residents at various income levels.

O1.C: Actively collaborate with the South East Regional Service Commission to define a mandate for homelessness response, in alignment with Provincial Local Government Reform.

Ideas for Action

All Community Partners:

Given the depth and urgency of housing and homelessness challenges, aligning with ongoing initiatives such as the Moncton Community Implementation Plan for Affordable Housing and the Southeast Regional Service Commission's new responsibilities is essential. Collective advocacy and synchronized efforts can build on previous progress and address upcoming challenges. By coordinating our actions, we can amplify the impact and tackle these issues more effectively.

Pillar 11:
Mental Health and Recovery

The Mental Health and Recovery pillar underscores Moncton's dedication to addressing mental health as a key aspect of social inclusion. Acknowledging the pervasive impact of mental health issues and substance use on individual well-being and community cohesion, this pillar aims to increase public awareness and engagement. It seeks to diminish the stigma surrounding mental health and addiction through education, story-telling, and a multi-faceted support system.

11.O1: Increase public awareness and engagement with mental health and substance use.

Municipal Considerations:

O1.A: Promote a comprehensive and up-to-date map of local community wellbeing support through platforms like HelpSeeker, supplemented with additional resources to facilitate easy access to various support services.

O1.B: Establish a Digital Storytelling Initiative on mental health, encompassing diverse backgrounds and demographics, to enlighten the community and diminish the stigma surrounding mental health issues.

O1.C: Host an annual Wellbeing Hub as part of the Social Inclusion Summit, featuring tabling/kiosks to showcase and link community members with local supports, encompassing both in-person and digital services, integrated with the coordinated access system and additional supports.

O1.D: Partner with agencies such as RCMP and Ensemble Greater Moncton to issue and disseminate bulletins about toxic drug supply issues.

Ideas for Action

Local Media Outlets:

Feature regular segments or articles on mental health and substance use emphasizing personal stories and expert insights to reduce stigma and provide valuable resources to the community. Collaborate with local mental health organizations to ensure accurate reporting.

Community Organizations:

Raise awareness about free online mental health and substance use support resources. Promote services such as Chimo Helpline, Kids Help Phone and Wellness Together Canada through various communication channels, ensuring that community members are informed about these free or low-cost options for support.

Sports Organizations and Clubs:

Develop mental health support programs specifically tailored for athletes, including stress management workshops, counselling services, and peer support groups. Use sporting events as a platform to raise awareness about these athlete-focused mental health resources and encourage open dialogue about mental wellness within the athletic community.

Local Businesses:

Support mental health in the workplace by offering Employee Assistance Programs (EAPs) that include mental health services. Consider hosting awareness-raising events or campaigns in collaboration with local mental health organizations.

Funders:

Collaborate with insurance providers to establish discounted group insurance plans that include comprehensive coverage for mental health services. Offer these plans through partnerships with community organizations, making mental health support more financially accessible to a broader range of community members.

Pillar 12:
Language Support and Communication

The Language Support and Communication pillar reflects Moncton's pride in its rich bilingual culture, where English and French speakers coexist harmoniously. Recognizing that language can be both a unifier and a potential barrier, this pillar aims to go beyond our bilingual foundation to ensure that all residents, regardless of their primary language, can fully participate in community life. Through strategic investments in technology, training, and multilingual staff, we are committed to making all city communications and services universally accessible.

12.O1: Boost language support services to improve communication and integration for all residents.

Municipal Considerations:

O1.A: Formalize the recognition of multilingual skills as a valuable asset in recruitment and advancement practices within city operations, including the implementation of a grading scale for HR to use in hiring, where candidates proficient in multiple languages receive additional points.

O1.B: (SIR) Implement technology solutions such as AI translation and text-to-speech to make city communications accessible in multiple languages, ensuring that information is readily available to all residents, including native English or French speakers.

Ideas for Action

Local Businesses:

Offer language learning incentives to employees, such as subsidized language courses or low-cost language learning apps. Display signage in multiple languages to make the establishment more welcoming to customers from diverse linguistic backgrounds.

Community Organizations:

Develop and distribute multilingual resources that help people navigate local services, rights, and obligations. Consider partnerships with translation services or leverage new technology and low-cost AI tools to make your services more accessible.

Schools and Educational Institutions:

Sponsor clubs focused on learning languages that are not part of the regular curriculum. Negotiate bulk procurement licenses for language learning programs such as Babbel, to support out-of-classroom language learning for both youth and their families.

Landlords and Property Managers:

Offer lease agreements and house rules in multiple languages to ensure clear understanding between parties. Use translation apps or services to facilitate communication with tenants who speak different languages.

Pillar 13:
Older Adult Support and Engagement

In Moncton, we recognize that our older adult population is not only growing but also an invaluable asset contributing to community vibrancy. This pillar aims to address the unique needs and challenges older adults face—ranging from healthcare access and housing to social inclusion. By empowering older adults to be active participants in community life, we ensure their wellbeing and dignity and enrich the social fabric of Moncton through their invaluable contributions.

13.O1: Improve community resources to elevate the quality of life for older adults.

Municipal Considerations:

O1.A: Use the neighbourhood profiles (2.O1.A) to identify areas with a higher proportion of older adults. Send targeted mail packages containing information on city resources, upcoming community events, and community-based support.

O1.B: In partnership with the Mayor's Seniors Committee, reassess and update the requirements and checklists for businesses to be recognized as "Senior-Friendly."

O1.C: Use the findings from the Social Inclusion Plan Needs Assessment to engage the Mayor's Seniors Committee to reassess and set new priorities for older adult support and engagement within the community.

O1.D:
(SIR) Launch a microgrant program to assist local businesses in making the necessary upgrades to meet the "Senior-Friendly" criteria.

13.O2: Foster a sense of belonging and purpose through increased older adult involvement in social and civic activities.

Municipal Considerations:

O2.A:
(SIR) Launch a comprehensive digital inclusion program for older adults. The program will offer training on civic participation, accessing city information online, and using digital platforms for social engagement. It will include informational sessions on various apps, online safety awareness to prevent scams, and tutorials on digital tools for keeping in touch with loved ones.

Ideas for Action

Community Organizations:

Contact the City of Moncton to access neighbourhood maps developed for the Social Inclusion Needs Assessment. Use these maps, which include demographic indicators such as language, income, and gender, to develop targeted outreach and communication strategies. Focus on informing older adults about community support, resources, and events specifically tailored to their needs.

Faith Communities:

Develop targeted support groups and spiritual programs specifically for older adults. To improve access, offer online versions of these services and provide transportation to and from religious gatherings. Consider implementing practical support initiatives, such as meal delivery.

Restaurants:

Launch a monthly "Older Adults Supper Club Circuit" where participating local restaurants take turns hosting a low-cost, culturally diverse dinner for older adults. Each month, the supper club visits a different restaurant, allowing seniors to experience various cuisines while fostering social connections.

Funders:

Allocate grants or create a dedicated funding stream to combat loneliness among older adults. Support community organizations in rolling out programs that foster social engagement, such as virtual coffee meetups, pen pal initiatives, or activity-based gatherings. Consider partnering with technology companies to provide devices and internet access to older adults, enabling them to participate in online social activities.

Libraries:

Develop and maintain a regularly updated directory of apps and online platforms that are particularly useful for seniors. Offer training sessions on using these apps, focusing on skills that enhance digital literacy and social engagement for older adults. Consider partnering with local schools or youth organizations to facilitate intergenerational learning experiences.

Pillar 14:
Reconciliation and Indigenous Rights

The Reconciliation and Indigenous Rights pillar reflects Moncton's efforts to engage with reconciliation and consider the rights of Indigenous communities. This pillar aims to align certain aspects of municipal policies with the principles outlined in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). We seek to take steps toward a more respectful and inclusive relationship with Indigenous peoples by engaging in policy review and staff education.

14.O1: Adopt and integrate the principles of the UN Declaration on the Rights of Indigenous Peoples into municipal policy and core activities.

Municipal Considerations:

O1.A: Conduct a comprehensive scan of municipal policies affecting Indigenous rights. Perform a gap analysis, in consultation with Indigenous community leaders, to identify any discrepancies with the UN Declaration's principles. Publicly disclose the findings to serve as a foundation for future policy adjustments.

O1.B: Implement a training program for city staff, particularly those in key departments like planning and community services, educating them on how the UN Declaration influences their responsibilities and decision-making processes.

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Only by **working together and taking decisive action** can we ensure that everyone in Moncton is included, supported, and given the chance to thrive.
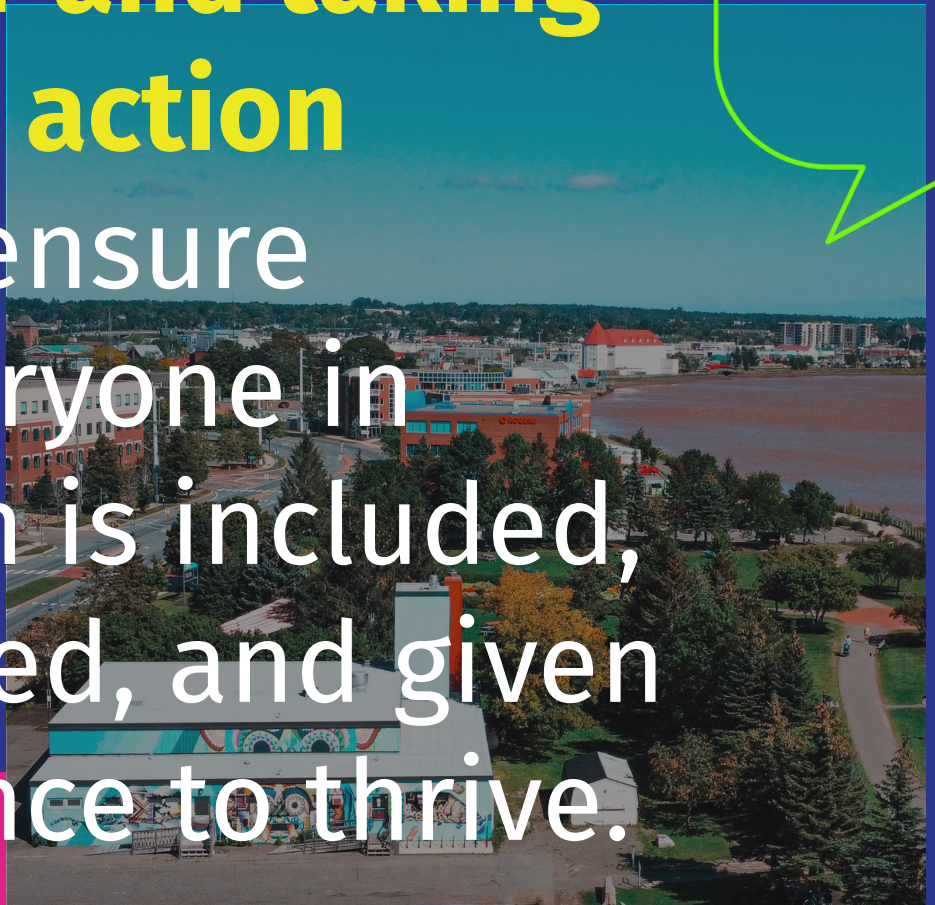
14.O2: Increase education and awareness among community members about the history and rights of Indigenous peoples, including the legacy of residential schools and Aboriginal–Crown relations, as per the Truth and Reconciliation Commission's Calls to Action.

Municipal Considerations:

O2.A: Host public workshops and educational events that delve into the history of Indigenous peoples, the legacy of residential schools, and Aboriginal–Crown relations, focusing on Atlantic Canada.

O2.B: Collaborate with Elsipogtog and other Indigenous communities to develop a meaningful land acknowledgement and First Nations collaboration policies. Include these acknowledgements in opening ceremonies for Council sessions and other significant public events.

O2.C: Consider the creation of a special ex-officio seat at Council for Indigenous representation, to ensure that Indigenous voices are heard in municipal governance.

O2.D: Support and promote the Elsipogtog Heritage Path Tour initiative for community members and staff, as a means to deepen understanding of local Indigenous history and culture.

O2.E: (SIR) Provide initial leadership and engagement around establishing a Friendship Centre in Moncton to serve as a hub for Indigenous culture, history, and community support.

Ideas for Action

Local Businesses:
Book the Elsipogtog Heritage Path Tour for employees as a team-building and educational experience. This immersive journey into Mi'kmaq culture offers a unique opportunity for staff to gain a deeper understanding of Indigenous history, values, and contributions to Canadian society.

Funders:
Allocate grants or funding specifically for projects that aim to advance reconciliation and Indigenous rights. This could be through educational programs, community initiatives, or partnerships with Indigenous organizations.

Healthcare Providers:
Implement culturally effective and competency training focused on Indigenous healthcare needs and traditional practices. Partner with Indigenous communities to develop and implement culturally safe, trauma-informed and anti-racist, healthcare models.

Media Outlets:
Feature Indigenous voices, stories, and perspectives consistently and respectfully. This could include guest columns, interviews, or special series focusing on Indigenous issues.

Community Organizations:
Act as collective champions advocating for establishing a Moncton-based Friendship Centre. Work in permission-based collaboration with Elsipogtog and other Indigenous communities to ensure that the advocacy is welcomed and that the center would authentically represent and meet the needs of Indigenous peoples in the area.

Schools, Educational Institutions and Teachers:
Develop grade-appropriate lesson plans and educational materials focusing on the Truth and Reconciliation Commission's 94 Calls to Action. These resources should aim to educate students about the history and rights of Indigenous peoples, the legacy of residential schools, and Aboriginal–crown relations. Teachers should undergo specialized training to ensure that these topics are taught culturally effectively and accurately.

Pillar 15: Transportation and Mobility

The Transportation and Mobility pillar reflects Moncton's commitment to providing all residents with safe, reliable, and affordable transportation options. This pillar aims to enhance the quality of life by improving the affordability and accessibility of public transportation, particularly for low-income residents. Through partnerships, policy adjustments, and infrastructure upgrades, we strive to make mobility in Moncton seamless and inclusive.

15.O1: Improve public transportation affordability for low-income residents, enhancing community participation.

Municipal Considerations:

O1.A: Continue to support and possibly expand the United Way Bus Program to meet the needs of the growing population, especially those in lower-income brackets.

O1.B: Implement a sliding scale fare system or introduce a free transit program for individuals and families below a certain income threshold. Following the current commitment to make transit free for youth under 12, alleviate transportation costs and promote public transportation usage.

O1.C: Explore integrating active transportation options like bike-sharing programs to diversify mobility options for all residents, including those who are low-income.

15.O2: Upgrade connectivity and safety across different transportation modes for a seamless experience

Municipal Considerations:

O2.A: Develop and implement a comprehensive Accessible Parking Plan to ensure adequate, well-marked accessible parking spaces in key areas of the city, emphasizing areas that have been recently developed or altered.

O2.B: (SIR) Incorporate Braille signage into new public transportation options and key city locations to enhance accessibility for visually impaired residents.

O2.C: (SIR) Allocate the budget for installing additional Braille signage and other accessible features in key city locations, as identified in the updated Accessibility Policy.

Ideas for Action

Local Businesses:

Participate in a corporate sponsorship program to subsidize public transit for employees, especially those in lower-wage positions. Consider offering a monthly transit pass as a part of employee benefits to promote the use of public transport.

Educational Institutions:

Partner with the city to offer discounted or free transit passes to low-income students, to alleviate transportation barriers to education.

Funders:

Support pilot programs focused on enhancing active transportation options in the community. This could include funding bike-sharing programs aimed at low-income residents, sponsoring safe cycling lessons, and subsidizing the purchase of helmets and other safety gear. Consider also backing initiatives establishing or improving bike repair stations and offering basic maintenance workshops.

Pillar 16:
Youth Development and Support

The Youth Development and Support pillar emphasizes Moncton's commitment to nurturing the younger generation. By focusing on creating meaningful opportunities for engagement, skill development, and empowerment, this pillar aims to invest in the future leaders of our community. Through a multi-faceted approach that includes educational initiatives, mentorship programs, and civic participation, we aspire to lay a strong foundation for Moncton's future vitality and prosperity.

16.O1: Enhance support systems to create a nurturing environment for the growth and wellbeing of young people facing challenges.

Municipal Considerations:

O1.A: Allocate Public Safety Canada Building Safer Communities Fund towards enhancing structures and programs to reduce Adverse Childhood Outcomes and improve intergenerational impacts for families and youth facing challenges. This will ensure they receive the necessary resources for positive development and wellbeing.

O1.B: Convene and support advocacy efforts for establishing a dedicated drop-in center for LGBTQ2S youth. Facilitate partnerships between nonprofits and potential funders to offer a safe environment with resources like mental health support.

O1.C: (SIR) Establish a dedicated fund or grant program to support initiatives that provide mental health resources, educational materials, and safe spaces specifically for LGBTQ2S youth.

> We need to **empower the kids** and let them feel valued.

16.O2: Foster active youth participation to ensure their perspectives shape community dialogues and decision-making in Moncton.

Municipal Considerations:

O2.A: Expand the Mayor's Youth Advisory Committee to include diverse representation across Moncton. Establish a regular dialogue between the Committee and City Council to consider youth perspectives in decision-making.

O2.B: Launch intergenerational dialogues that bring together young people and older adults to discuss issues like race, identity, and community integration in various formats such as workshops and storytelling sessions.

O2.C: Explore developing a pilot program where high school students would volunteer in government or with nonprofits as part of their graduating requirements.

16.O3. Reduce and mitigate the experiences of racial and ethnic discrimination faced by youth in various settings, such as schools, sports facilities, and retail spaces.

Municipal Considerations:

O3.A: Collaborate with educational institutions to integrate anti-racism and cultural competency training into school curricula and extracurricular programs.

O3.B: Work with sports organizations and recreational facilities to implement anti-discrimination policies and training for staff and volunteers, focusing on eliminating racial aggressions and penal disparities.

O3.C: Partner with local malls and retail centers to offer cultural competency training and anti-discrimination training for security personnel and staff.

O3.D: Initiate a public awareness campaign, designed in collaboration with youth, that addresses the various forms of racial and ethnic discrimination they experience. Use real stories and testimonials to bring awareness to the issue and challenge community-wide stereotypes and prejudices.

Ideas for Action

Chamber of Commerce for Greater Moncton:
Launch an "Inclusive Space Campaign" to promote LGBTQ2S+ inclusivity within local businesses. Partner with LGBTQ2S+ organizations to develop guidelines for what makes a business truly inclusive. Offer free decals to businesses that meet these guidelines, signalling to customers that the establishment is a welcoming space for everyone. This initiative fosters a sense of belonging among LGBTQ2S+ youth and serves as a model for broader community inclusivity.

Schools and Educational Institutions:
Develop a Digital Wellbeing Framework aimed at fostering safe and responsible use of technology among students. This should include guidelines on phone usage, social media interaction, and a list of vetted apps designed to support youth and child wellbeing, inclusion, and connectivity. Additionally, offer workshops for parents to gain a better understanding of the opportunities and risks associated with rapidly evolving technology.

Faith Communities:
Organize community service opportunities that are youth-led, allowing young people to gain leadership experience while contributing to their community. Ensure that these opportunities are inclusive and welcoming to all, despite cultural background, gender diversity or sexual orientation.

Local Businesses:
Provide internship and apprenticeship opportunities with a focus on youth from priority neighbourhoods, various cultural backgrounds, and the LGBTQ2S+ community. These programs can act as essential stepping stones for these young people, aiding in their future employment prospects and overall career development.

Conclusion

Better, Together: Moncton's Social Inclusion Plan serves as a dynamic blueprint for crafting a more equitable, inclusive, and resilient community. Built upon 16 foundational pillars, this plan confronts a comprehensive array of issues that intersect with the concept of social inclusion. These issues span various domains, from housing affordability and food security to mental wellbeing and cultural diversity, aiming to create a Moncton where everyone has the opportunity to thrive.

This plan is an ambitious yet practical framework that acknowledges the complex and interconnected challenges we face as a community. It underscores the necessity for multi-stakeholder collaboration, where municipal bodies, community organizations, businesses, and individual residents each have a vital role to play.

The strategies and action items detailed within each pillar are designed to be both impactful and feasible, allowing for adaptability as societal needs evolve. Our commitment to ongoing consultation and data-driven decision-making ensures that this plan will remain relevant and effective, informed by the lived experiences and insights of those it aims to support.

As we move forward, the City of Moncton is committed to:

- Embedding social inclusion principles within its core operations and exploring where its accountabilities should be extended, resourced, and prioritized to do more.

- Using the wealth of data and community feedback collected in the Social Needs Assessment to create evidence-based policy and programs in other areas.

- Periodic review and update of the plan in consultation with community members and stakeholders.

- Transparent reporting on the progress of plan implementation, including measurable outcomes and impact assessments.

- Active engagement in partnerships that leverage resources, knowledge, and capabilities across sectors.

We invite all community members and stakeholders to join us in this ongoing journey towards social inclusion. Your participation, feedback, and collaboration are not just welcome—they are essential. Together, we can build a Moncton that is inclusive, diverse, and vibrant, a place where everyone has the opportunity to thrive.

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I believe people just want **to be seen and respected for who they are.**

A meaningful action is just acknowledging people - doesn't matter if they are collecting money on the street or a high functioning person. Let's talk, acknowledge each other. It is life giving.

Better Together

Moncton's Social Inclusion Plan

2023 - 2027

Authored by :
HelpSeeker Technologies

HELPSEEKER

T E C H N O L O G I E S