

NEWFOUNDLAND AND LABRADOR'S

VITAL SIGNS

REPORT

A provincewide checkup of quality of life
in Newfoundland and Labrador for 2018.

2018

A collaboration between the Community Foundation of Newfoundland & Labrador and Memorial University's Harris Centre.



WELCOME



Welcome to the 5th Edition of Newfoundland and Labrador's Vital Signs Report

Rob GREENWOOD

*Executive Director,
Harris Centre, Memorial University*

In the five years since the first Vital Signs report, many of the issues facing our province have remained the same – aging population, economic uncertainty and an increasing shift from rural to urban. But when you listen closely around kitchen and boardroom tables, many of the conversations are changing.

There seems to be a growing focus on innovation and invention – new ways of looking at old problems, and new ways of capitalizing on core strengths. There is also a renewed effort to collaborate, recognizing that we can accomplish more when we combine our assets and our efforts and incorporate our unique perspectives.

As we reflect back and identify the changes in our province over the last five years, this tangible shift toward collaborative solutions can be seen through growth in our technology

Paul McDONALD

*Chair, Community Foundation of
Newfoundland and Labrador*

sector, cross-sectoral partnerships for food production, and government and community partnerships to tackle big issues such as mental health and addictions. With this renewed effort to work together there is also a growing recognition and celebration of the differences which once divided us, and new programs and initiatives that aim to bring groups together, learn from each other and build a vibrant, inclusive province. While a lot of great work is happening, there is still so much more to be done, and many entrenched issues continue to challenge us.

Facing challenging issues however, is nothing new to Newfoundlanders and Labradorians, but how we deal with those issues is changing, and at the heart of it is innovation, adaptation and a willingness to work together.

“
There seems to be a growing focus on innovation and invention
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Who We Are

The Community Foundation of Newfoundland and Labrador

The Community Foundation of Newfoundland and Labrador promotes and sustains healthy communities across our province by providing grants to a wide range of community organizations. CFNL combines a broad, provincewide reach with a grassroots focus on small organizations that can have a major impact in their local communities. The foundation's goal is to address community problems and to enrich the lives of community members.

 @NLFoundation

 @communityfoundationofnl

The Leslie Harris Centre of Regional Policy and Development

The Leslie Harris Centre of Regional Policy and Development is Memorial University's hub for public policy and regional development issues. The Centre links Memorial faculty, students and staff with groups across Newfoundland and Labrador, supporting active community engagement. Working with all units at Memorial, the Harris Centre builds connections, encourages informed debate and supports collaboration to enhance the province through mutually beneficial partnerships.

 @harriscentre

 @harriscentre

How to Use This Report



START CONVERSATIONS

Use the information in this report to talk about how our province is doing and where we should go from here.



PASS IT ON

Share this report and the information in it with friends, colleagues, family or elected officials.



FIND OUT MORE

Learn about the organizations and individuals in our province working to improve things, and ask how you can help.



CONTACT US

If you are looking for ways to make a difference, we can help connect you.



TAKE ACTION

If you are moved by what you read, use this report as a starting point for action.

LOOKING FOR MORE COPIES?

If you would like more copies of the report for your organization, business or classroom, please contact **CFNL at (709) 753-9899 or the Harris Centre at (709) 864-3143.**

SHARE YOUR THOUGHTS

What do you think of the statistics in this year's report? Do you have a story to share about the changes you have seen in the province in the last five years? Share your ideas with us online using the hashtag...

  #VitalSignsNL



We acknowledge that Newfoundland and Labrador is comprised of the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu and Inuit of this province.

A VILLAGE OF

100




If Newfoundland and Labrador was made up of **100 people** there would be approximately...



Support For Vital Signs

The production of Vital Signs is not possible without financial support from CFNL, the Harris Centre, Saltwire Network and community and business contributors. The funds raised cover the basic costs of researchers, writers, graphic design and data access. Additional support would allow for more community engagement in creating the report, more in-depth research into specific issues and the development of more robust online tools to enhance the powerful information in the report.

 If you would like more information about how to support NL's Vital Signs please get in touch. harriscentre@mun.ca.

*See map on page 7 for all regions. Source: Statistics Canada

ECONOMY

What are the growth areas of our economy? How has our individual prosperity changed? Are we adjusting to current economic conditions?



Sparking Unprecedented Growth

While the traditional images of this province's rocky shores, pristine forests and wooden fishing boats might seem like the furthest thing from the fast-paced world of tech startups, the NL tech sector is seeing unprecedented growth.

"The sector has been rapidly expanding since 2014 with many new entrepreneurial support entities emerging to foster the growth," says Michelle Simms, President and CEO of Genesis which includes Memorial University's innovation hub for technology-based ventures with high-growth potential. "The focus on innovation by the provincial and federal governments and Memorial University is certainly having a profound impact." The past few years have seen significant investments in the sector through groups like Memorial's Genesis, Centre for Entrepreneurship, Centre for Social Enterprise and Navigate (a partnership between Memorial's Grenfell Campus and the College of the North Atlantic in Corner Brook).

HeyOrca is just one of the many startups fostered by Genesis. Founded by Memorial grads Joe Teo and Sahand Seifi, HeyOrca started with an idea to help marketing agencies better collaborate with their clients. In just a few years, the company has grown from two to 30 staff, with offices in NL and Toronto and close to 500 agencies using their product – and the founders are committed to growing their company worldwide from NL.

"I'm passionate about growing the NL start-up ecosystem and believe that we can grow a

successful business here," says Teo. "NL is great because the community that exists here are always willing to help and are supportive of one another."

Investor and entrepreneur Mark Dobbin agrees with Teo's take on the culture of collaboration amongst entrepreneurs in NL. "The current generation of entrepreneurs in the province have found a way to work together for their mutual benefit. They freely share ideas, lessons learned and contacts so that the individual companies have a much greater chance of success," said Dobbin, founder and President of Killick Capital, an investment firm that is currently invested in 10 venture companies, eight of which are in NL.

Of course, there is still room for improvement. Teo cautions that scaling businesses is new ground for entrepreneurs in NL. "As entrepreneurs based in NL, we need to invest time and effort in sourcing knowledge and connecting with entrepreneurs from elsewhere who have scaled companies before," says Teo.

Despite this challenge, according to Simms, companies like HeyOrca and others are paving the way, and having a tremendous impact on the economy in the meantime. "Companies are scaling very fast, sometimes hiring as many as 20-30 people in one year and growing sales to over a million dollars in 12-18 months," says Simms. "This is the type of growth and activity we need in this province."

Top GDP Contributing Industries (percentage share of total GDP)

2012	2017
Mining, Quarrying, and Oil and Gas Extraction 34%	Mining, Quarrying, and Oil and Gas Extraction 24%
Construction 9%	Construction 12%
Real Estate and Rental and Leasing 8%	Real Estate and Rental and Leasing 10%
Health Care and Social Assistance 8%	Health Care and Social Assistance 8%
Public Administration 7%	Public Administration 8%

The top five contributing industries have stayed consistent over the past five years though percentage share of GDP has changed. In 2017, the top five GDP industries accounted for 61% of total GDP. Source: Statistics Canada

Top Employment Contributing Industries (percentage share of total employment)

2012	2017
Educational Services 8%	Educational Services 7%
Construction 9%	Construction 9%
Wholesale and Retail Trade 16%	Wholesale and Retail Trade 18%
Health Care and Social Assistance 16%	Health Care and Social Assistance 18%
Public Administration 8%	Public Administration 7%

The top five industry employers are the same between 2012 and 2017 though their rankings have changed slightly. In 2017, the top five employment industries accounted for 59% of overall employment. Source: Statistics Canada

Unpacking the Gender Wage Gap



Jenny WRIGHT
St. John's Status of Women Council



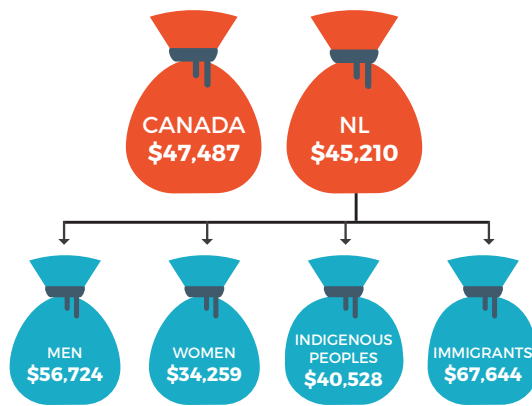
Brenda GRZETIC
St. John's Status of Women Council

Another day, another 66 cents for women in Newfoundland and Labrador. Our province has the unfortunate distinction of having the largest gender wage gap in the country. The reasons behind the gender wage gap are complex to say the least. Women make up 69% of part-time workers and make up 66% of all minimum wage workers in the province. Women are over-represented in lower-paying sectors such as health, education, and business, finance and administration, and under-represented in resource sectors such as mining and oil and gas where salaries are higher. In 2017, women made up 82% of workers in health occupations, yet only 6.5% of skilled-trades workers in the province.

Women continue to face restrictions on their level of engagement in the labour force because they are still more likely to be responsible for unpaid care in the home for both children and seniors. Statistics Canada reports that women – and particularly mothers – accounted for nearly two-thirds of all the hours of household work done by Canadian parents. Workplace policies for flexible time for parents are generally sporadic and poorly implemented. So, even when a woman welder makes the same wage as the man working beside her, over the course of a year she often doesn't work the same number of hours due to family responsibilities, as well as lack of seniority or interest in giving her access to overtime. The lack of quality affordable childcare with some degree of expanded hours is one of the biggest impediments to women's workforce participation in this province.

Closing the wage gap is critical to improving the lives of women and children in NL and stimulating the economy in a time when we desperately need solutions. There are no drawbacks to equal pay, only increased prosperity for Newfoundlanders and Labradorians.

Average Income 2016



NL men and immigrants to the province have a higher average income than the national average while NL women and Indigenous peoples earn lower than average incomes.

Source: Statistics Canada

Average Household Income: Consumption and Savings

	2012	2017
HOUSEHOLD INCOME	\$69,685	\$77,071

CONSUMPTION ITEMS

Groceries	\$6,516	\$7,421
Housing, water, electricity, gas and other fuels	\$15,120	\$17,088
Transport	\$12,283	\$14,134
Insurance and financial services	\$4,254	\$5,369

HOUSEHOLD NET SAVINGS	\$6,170	\$2,705
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While average household income has increased since 2012, consumption has increased and household net savings has decreased by 56% since 2012.

Source: Statistics Canada



STANDARD OF LIVING

What about those most vulnerable in our society? Who are they and how can we help?

Consumer Price Index Food and Energy Annual % Change

	2013	2014	2015	2016	2017
MEAT	0%	9%	8%	2%	-4%
DAIRY	3%	0%	0%	-1%	-3%
EGGS	3%	1%	2%	1%	1%
FRUIT	3%	7%	4%	8%	-5%
VEGGIES	1%	1%	3%	7%	-5%
GAS	-1%	1%	-16%	4%	9%
ENERGY	0%	1%	-10%	1%	7%

The Consumer Price Index (CPI) annual percent change refers to the changes in the cost of items from year to year. While the CPI for most food items (with the exception of eggs) decreased in 2017, CPI for energy and gasoline has increased. In addition, according to Statistics Canada, consumer prices are rising faster in Newfoundland and Labrador than other provinces with a 2.4% annual average CPI increase in 2017. Source: Statistics Canada

Finding a Place for LGBTQ2S+ Youth



Erica NORMAN
Program Coordinator,
Choices for Youth

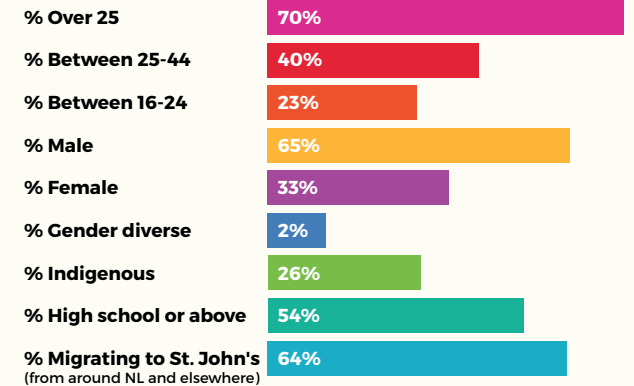
Many of the youth who come to Choices for Youth have experienced family breakdown, but that seems even more common for LGBTQ2S+ youth, and in particular for trans youth. When young people are not accepted by all or some of their family they can experience high rates of mental health issues which are brought on or made worse by bullying, rejection, segregation and isolation. For many of these youth in rural areas of the province, moving to St. John's becomes a way to escape the bullying and isolation and to access critical supports.

Of course, even when they arrive in St. John's, navigating and finding appropriate and empowerment-based supports can be a challenge, especially if they have experienced trauma and abuse. Some services have limited gender neutral services and even something as simple as changing your name or gender on your identification can be too costly for a young person living on their own.

Homelessness

St. John's, April 11, 2018

PEOPLE HOMELESS: 165
Absolute Homelessness: 102
Provisionally Accommodated: 63



On April 11, 2018, End Homelessness St. John's conducted its second biennial Point-in-Time Count of the community's homeless population. The resulting report, Everyone Counts provides a snapshot of the minimum number of people experiencing homelessness on a single day in St. John's. Source: End Homelessness St. John's Everyone Counts 2018 Final Report

Cost of Homelessness

Monthly cost of using public systems to temporarily house people who are experiencing homelessness

Hospital	\$10,900
Rental Supplement	\$701
Shelter Bed	\$1,932
Provincial Jail	\$4,333
Social Housing	\$200

According to the Everyone Counts report, individuals who experience homelessness have a higher usage of public systems than the general population, particularly when they have deteriorating health or interactions with the justice system. The cost of utilizing public systems such as hospitals or prisons to house individuals is significantly higher than providing community supports and programs such as social housing. Source: End Homelessness St. John's Everyone Counts 2018 Final Report

HEALTH & WELLNESS

How healthy is our health care system?
How can we improve it?

Choosing Wisely



Dr. Pat PARFREY
Faculty of Medicine,
Memorial University

Newfoundland and Labrador spends 61% of its health budget on institutions. The average in the rest of Canada is 50%. While some of this spending is related to the need for institutions in small towns, in reality the number and type of institutions we are currently supporting were structured based on a population with more children and fewer elderly than we have at present.

It is likely that more efficient delivery of acute hospital services is possible. Furthermore, up to 30% of testing, imaging and drug use is probably unnecessary. Unnecessary interventions are a particular problem when they are associated with harm - for example, antibiotics for viral infections that induce resistance to antibiotics in bacteria, making bacterial infections more difficult to treat; unnecessary continuation of drugs that have side effects such as proton pump inhibitors; and unnecessary CT scanning where the radiation may predispose to cancer. The cost of the health system is driven by demand, some of which is unnecessary. We can all play a small role in this by discussing with our doctors whether a particular intervention is necessary.

Innovations In Health



12 New Primary Health Care Sites

These new Primary Health Care Sites work with communities to design new models of collaborative team-based care, improving chronic disease prevention and management, increasing access to care and reducing the strain on emergency rooms.

Cost of Health Care



Administrative Expenses



NL spending on health administrative expenses has decreased since 2012/13, and is less than the Canadian average. *Source: Canadian Institute for Health Information*

Cost of a Standard Hospital Stay



The cost of a standard hospital stay is approximately the same as the Canadian average. *Source: Canadian Institute for Health Information*

Health Spending Per Person



The age-adjusted health related public spending per person is about \$1000 more in NL than the Canadian average. Much of this can be attributed to the high costs of delivering health care in a geographically large region. *Source: Canadian Institute for Health Information*

2 New Family Practice Networks

Family Practice Networks are part of a provincewide initiative to help physicians work together to tackle larger health issues (eg. mental health and chronic disease management) with collaborative, tailor-made solutions for their communities - pooling resources, improving access and enhancing care.

Over 250 eDOCSNL Physicians & Nurse Practitioners

Over 250 physicians and nurse practitioners are now using the Electronic Medical Record program to manage patient medical information. This shift can help streamline administration, improve access to critical information for timely patient care and enable collaboration across inter-professional health care teams.

Providing Care



CT Scan Rate

2016 (Per 1000 population)



In 2016, the NL CT Scan rate of 172/1000 people was 12.4% higher than the Canadian rate. *Source: CADTH Canadian Medical Imaging Inventory 2018*

Antibiotic Prescription Rate

2016 (Per 1000 population)



NL was 53% higher than the national rate, 19% higher than the next closest Canadian province. While the rate is 955 prescriptions per 1000 people, some individuals may have had more than one prescription while others may have had none. *Source: The Canadian Antimicrobial Resistance Surveillance System 2017 Report*

Avoidable Deaths from Preventable or Treatable Causes

2013-2015 (Per 100,000 people)

Canada	201
NL	248
Nova Scotia	235
Nunavut	523
Ontario	190

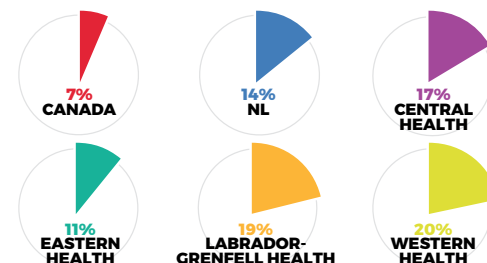
This indicator counts the number of deaths for every 100,000 people that could potentially have been avoided through prevention efforts such as vaccinations, lifestyle changes (such as quitting smoking) or injury prevention, and those that could potentially have been avoided through effective screening and treatment of disease. The rate in NL is higher than the Canadian average, and the highest compared to the other provinces (NWT and Nunavut rates are both significantly higher than NL). *Source: Canadian Institute for Health Information*

Long-Term Care



Restraint Use in Long-Term Care

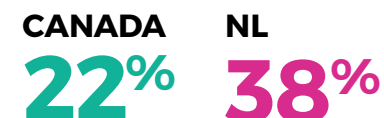
2016-17



This indicator looks at how many long-term care residents are in daily physical restraints. Restraints are sometimes used to manage behaviours or to prevent falls. There are many potential physical and psychological risks associated with applying physical restraints to older adults, and such use raises concerns about safety and quality of care. Restraint use in all regions of NL is higher than the Canadian average, however it is significantly higher in the Labrador-Grenfell and Western regions. *Source: Canadian Institute for Health Information*

Potentially Inappropriate Use of Antipsychotics in Long-Term Care

2016-17



This indicator looks at how many long-term care residents are taking antipsychotic drugs without a diagnosis of psychosis. These drugs are sometimes used to manage behaviours in residents who have dementia. The rate is considerably higher in NL than the Canadian average. *Source: Canadian Institute for Health Information*

Improved Physical Functioning in Long-Term Care

2016-17



40% of NL long-term care residents improved or remained independent in their physical functioning, compared with the Canadian average of 31.4%. Being independent or showing an improvement in physical functioning may indicate an improvement in overall health status and provide a sense of autonomy for the resident. *Source: Canadian Institute for Health Information*

Health Care for Refugees



Dr. Christine BASSLER
Physician

For many refugees the journey to come here has involved enduring significant trauma, including exposure to war crimes and human rights violations, travelling hundreds of miles on foot, and spending months or years in poverty and prolonged displacement at refugee camps with limited medical care. Once they arrive here they are able to access medical care that is open to all residents, but for many it's not that easy. Imagine trying to find out where your appointment is and how to walk there, or what bus to take to get there on time, if you can't speak or read English. At medical appointments interpretation can also be a barrier. If no interpreter is available, physicians can use online interpretation for some languages, but communicating complicated medical issues can still be an obstacle. Some patients bring friends or family members who have a better comfort level with English, but imagine trying to discuss a sensitive, private medical condition with your teenager as an interpreter.

“Once they arrive here they are able to access medical care that is open to all residents, but for many it's not that easy.”

The Association for New Canadians and private sponsors provide incredible support to these newcomers, but they need more help. Health care navigators have worked very well to address similar issues in other jurisdictions and while funding would be required to increase their presence in this province, they would also provide significant cost savings in reducing missed appointments and wait-times.

HEALTHY LIVING

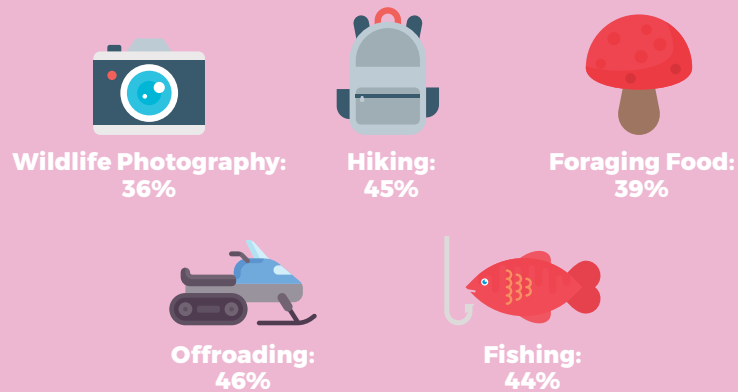
Nutritious Food Basket

Weekly Food Cost for a Family of Four
By Regional Health Authority Region

	2012	2017
PROVINCE	\$237	\$264
Eastern	\$234	\$261
Central	\$241	\$263
Western	\$241	\$275
Labrador (North Coast)	\$318	\$402
Labrador (South Coast)	N/A	\$308
Labrador (Central West)	\$232	\$256
Grenfell	\$258	\$258

The cost of a healthy food basket in NL has increased across the board, however it is significantly higher in Labrador, and especially on the north and south coast of Labrador. On the north coast, the cost has increased by \$84 since 2012, and in 2017 was 54% more than in the Eastern Health region. *Source: NL Statistics Agency*

NL Participation in Outdoor Activities 2016



Many NLers participate in traditional outdoor activities such as fishing and berry-picking, as well as hiking and wildlife watching. The most common outdoor activities are motorized activities such as snowmobiling and ATV use. *Source: Statistics Canada*

Obesity

Population 18 years and over



CANADA 2017	NL 2017
7,211,300	152,100
27%	38%

Data reflects self-reported information. Obesity is defined as a Body Mass Index over 30. *Source: Statistics Canada*

Heavy Drinking

Population 12 years and over



CANADA 2017	NL 2017
6,015,500	118,200
20%	25.7%

Heavy drinking refers to males who reported having 5 or more drinks, or women who reported having 4 or more drinks, on one occasion, at least once a month in the past year. *Source: Statistics Canada*



Growing Food Solutions

They say good things come in small packages. A local engineering student has taken that to heart and designed an innovative food production solution that fits into a parking space.

“We work with communities and community groups to provide urban farms”

Greenspace Urban Farms, a collaborative social enterprise, is working to bring the farm closer to home, increasing accessibility and lowering the cost of fresh food in Newfoundland and Labrador. “We work with communities and community groups to provide urban farms that are operable year-round, at the lowest price possible,” says Bennett Newhook, Memorial student and CEO of Greenspace. “They

are made from used industrial materials and are customized to minimize environmental impact. They give the opportunity for full-time employment while providing local produce at a fraction of the price. Plus, they fit inside a parking space.”

The Greenspace project is an interesting collaboration between the Centre for Social Enterprise and the Faculty of Engineering, with support from the Harris Centre and a group of representatives from the Baie Verte Peninsula, explains Hannah Gaultois of Memorial's Centre for Social Enterprise. “Stemming from Bennet's entrepreneurial idea, we saw the opportunity to support his engineering work term and develop the concept of a social enterprise on the Baie Verte Peninsula.”

The promise of fresh produce is a tempting one for many in the province, a region with dangerously low food security – the state of having reliable access to a sufficient quantity of affordable, nutritious food. “It is an issue that much of the public now recognizes, especially in rural areas,” says Newhook.

“There is a shift happening within our province, where people are looking inward to see how we can meet our needs with local, sustainable resources,” says Gaultois. “Projects like Greenspace are looking to maximize the chances of success for the community by engaging as many partners as possible, while focusing on better food access for the Baie Verte Peninsula.”

POPULATION

What does the population of NL look like?
And what will it look like in 2036?

Essential Supports for Newcomers

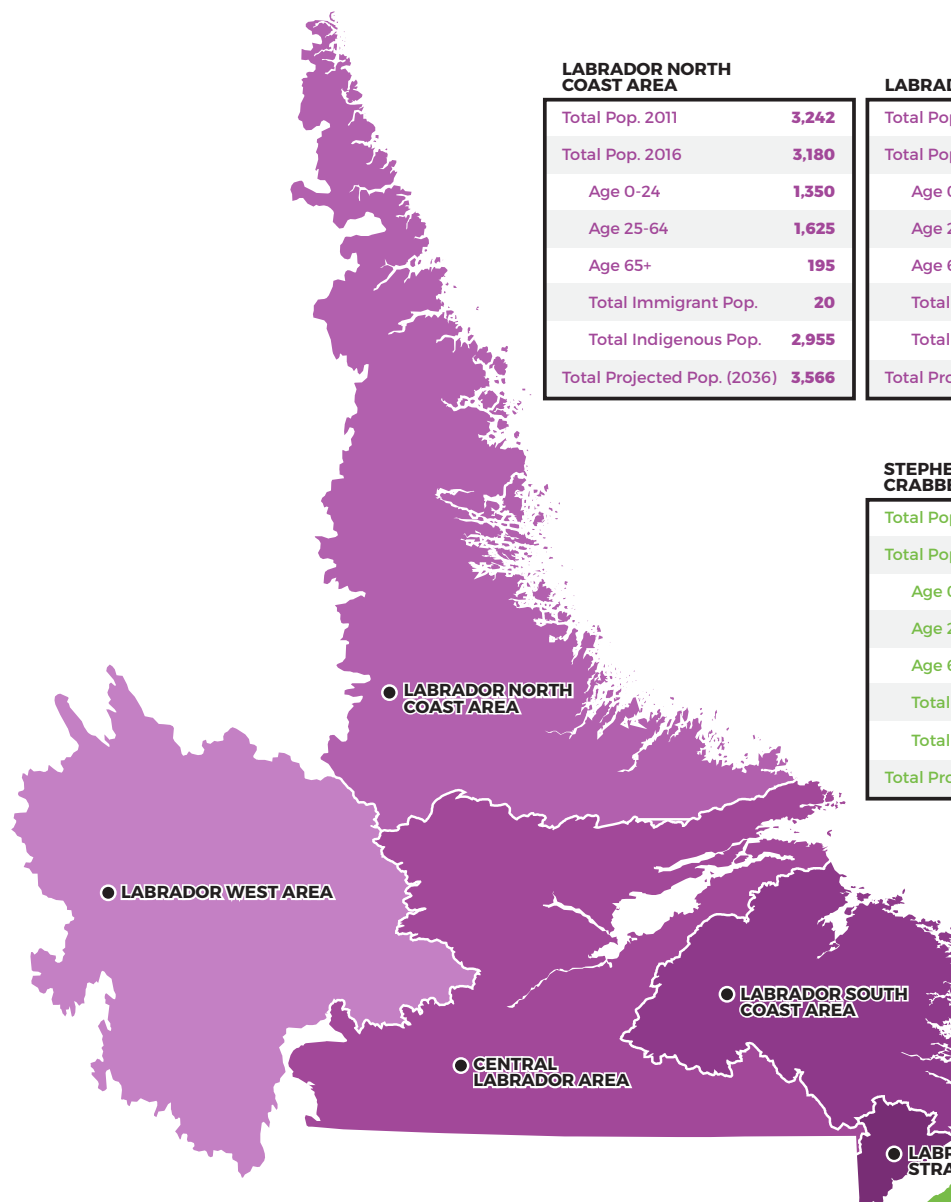
Transitioning to a new home, a new community or a new country is not always easy. In order to support newcomers in this transition, the Association for New Canadians (ANC) has been delivering a range of settlement and integration services throughout NL for nearly 40 years. Recently, the ANC has expanded its settlement programming to support newcomers living in western and central Newfoundland as well as in Labrador.

The four new satellite offices (in Corner Brook, Grand Falls-Windsor/Gander, Labrador City and Happy Valley-Goose Bay) were made possible with federal and provincial government funding. They offer supports ranging from settlement and employment services to language and diversity training. In 2015, the ANC was designated by the federal government as a Sponsorship Agreement Holder, which allows the organization to work with individuals and groups who are interested in co-sponsoring a refugee.

“This program has enabled us to tackle one of the biggest challenges to integration and retention in the province: family reunification,” explained Megan Morris, ANC’s executive director. “With the ANC as a co-sponsor, refugees and new Canadians, or even community groups, can sponsor family members to come to Canada.”

Since 2015, nearly 250 individuals have arrived in the province through co-sponsorship with the ANC and have settled in communities from Grate’s Cove to Port aux Basques.

“Over the past few years, we have witnessed the tremendous growth of the private sponsorship of refugees program owing, in large part, to the kindness and generosity of Newfoundlanders and Labradorians,” said Morris.



LABRADOR NORTH COAST AREA	
Total Pop. 2011	3,242
Total Pop. 2016	3,180
Age 0-24	1,350
Age 25-64	1,625
Age 65+	195
Total Immigrant Pop.	20
Total Indigenous Pop.	2,955
Total Projected Pop. (2036)	3,566

LABRADOR WEST AREA	
Total Pop. 2011	9,862
Total Pop. 2016	9,830
Age 0-24	3,060
Age 25-64	5,980
Age 65+	780
Total Immigrant Pop.	395
Total Indigenous Pop.	975
Total Projected Pop. (2036)	10,525

CENTRAL LABRADOR AREA	
Total Pop. 2011	9,779
Total Pop. 2016	10,530
Age 0-24	3,495
Age 25-64	5,960
Age 65+	1,085
Total Immigrant Pop.	360
Total Indigenous Pop.	5,840
Total Projected Pop. (2036)	10,961

LABRADOR SOUTH COAST AREA	
Total Pop. 2011	9,779
Total Pop. 2016	10,530
Age 0-24	3,495
Age 25-64	5,960
Age 65+	1,085
Total Immigrant Pop.	360
Total Indigenous Pop.	5,840
Total Projected Pop. (2036)	10,961

STEPHENVILLE - CRABBES RIVER AREA	
Total Pop. 2011	19,030
Total Pop. 2016	18,680
Age 0-24	4,230
Age 25-64	10,115
Age 65+	4,330
Total Immigrant Pop.	240
Total Indigenous Pop.	7,790
Total Projected Pop. (2036)	16,847

PORT AUX BASQUES - CODROY VALLEY AREA	
Total Pop. 2011	8,483
Total Pop. 2016	8,200
Age 0-24	1,620
Age 25-64	4,450
Age 65+	2,145
Total Immigrant Pop.	35
Total Indigenous Pop.	455
Total Projected Pop. (2036)	7,367

DEER LAKE - JACKSON'S ARM AREA	
Total Pop. 2011	8,483
Total Pop. 2016	8,200
Age 0-24	1,620
Age 25-64	4,450
Age 65+	2,145
Total Immigrant Pop.	35
Total Indigenous Pop.	455
Total Projected Pop. (2036)	7,367

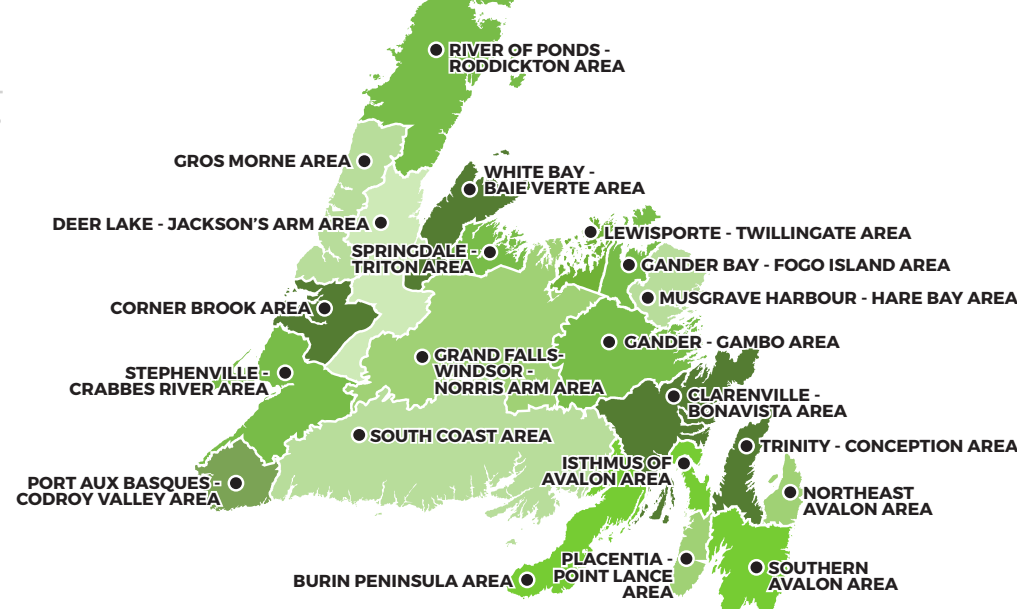
SOUTH COAST AREA	
Total Pop. 2011	9,633
Total Pop. 2016	9,025
Age 0-24	1,875
Age 25-64	5,165
Age 65+	2,015
Total Immigrant Pop.	40
Total Indigenous Pop.	1,485
Total Projected Pop. (2036)	8,634

GANDE	
Total Pop. 2011	9,633
Total Pop. 2016	9,025
Age 0-24	1,875
Age 25-64	5,165
Age 65+	2,015
Total Immigrant Pop.	40
Total Indigenous Pop.	1,485
Total Projected Pop. (2036)	8,634

Total Population

	2011	2016
Total Pop.	514,536	519,716
Total Immigrant Pop.	9,160	12,080
Total Indigenous Pop.	43,395	45,730

The total population in the province increased by over 5000 people between 2011 and 2016. It is important to note that during this time period the province was experiencing high oil prices and several megaprojects were still underway. The number of immigrants in the province increased during that time by nearly 3000 people. There was also an increase in the Indigenous population of the province (over 2300 people between 2011 and 2016), this can be attributed to two main factors: natural growth, due to relatively high fertility rates and an increased life expectancy; as well as more people newly identifying as Indigenous on the census – a trend seen across Canada. Source: Statistics Canada, 2016



PLACENTIA - POINT LANCE AREA	
Total Pop. 2011	9,633
Total Pop. 2016	9,025
Age 0-24	1,875
Age 25-64	5,165
Age 65+	2,015
Total Immigrant Pop.	40
Total Indigenous Pop.	1,485
Total Projected Pop. (2036)	8,634

ST. JOHN'S SOUTH AREA		LABRADOR STRAITS AREA		RIVER OF PONDS - RODDICKTON AREA		GROS MORNE AREA		CORNER BROOK AREA	
Total Pop. 2011	2,204	Total Pop. 2011	1,641	Total Pop. 2011	12,241	Total Pop. 2011	4,545	Total Pop. 2011	33,040
Total Pop. 2016	2,035	Total Pop. 2016	1,600	Total Pop. 2016	11,315	Total Pop. 2016	4,270	Total Pop. 2016	33,750
Age 0-24	515	Age 0-24	350	Age 0-24	2,245	Age 0-24	795	Age 0-24	8,300
Age 25-64	1,195	Age 25-64	835	Age 25-64	6,295	Age 25-64	2,280	Age 25-64	18,265
Age 65+	320	Age 65+	405	Age 65+	2,745	Age 65+	1,160	Age 65+	7,145
Total Immigrant Pop.	10	Total Immigrant Pop.	20	Total Immigrant Pop.	175	Total Immigrant Pop.	50	Total Immigrant Pop.	600
Total Indigenous Pop.	1,610	Total Indigenous Pop.	365	Total Indigenous Pop.	980	Total Indigenous Pop.	1,000	Total Indigenous Pop.	8,560
Total Projected Pop. (2036)	2,102	Total Projected Pop. (2036)	1,536	Total Projected Pop. (2036)	11,255	Total Projected Pop. (2036)	4,121	Total Projected Pop. (2036)	31,211

LAKE - NORRIS ARM AREA		WHITE BAY - BAIE VERTE AREA		LEWISPORTE - TWILLINGATE AREA		GRAND FALLS-WINDSOR - NORRIS ARM AREA		SPRINGDALE - TRITON AREA	
Total Pop. 2011	7,964	Total Pop. 2011	5,678	Total Pop. 2011	13,439	Total Pop. 2011	26,273	Total Pop. 2011	8,095
Total Pop. 2016	8,240	Total Pop. 2016	5,365	Total Pop. 2016	13,085	Total Pop. 2016	26,690	Total Pop. 2016	7,860
Age 0-24	1,910	Age 0-24	1,155	Age 0-24	2,515	Age 0-24	6,065	Age 0-24	1,585
Age 25-64	4,340	Age 25-64	3,010	Age 25-64	6,845	Age 25-64	14,385	Age 25-64	4,165
Age 65+	1,985	Age 65+	1,200	Age 65+	3,755	Age 65+	6,280	Age 65+	2,115
Total Immigrant Pop.	60	Total Immigrant Pop.	30	Total Immigrant Pop.	80	Total Immigrant Pop.	315	Total Immigrant Pop.	40
Total Indigenous Pop.	995	Total Indigenous Pop.	305	Total Indigenous Pop.	360	Total Indigenous Pop.	1,445	Total Indigenous Pop.	160
Total Projected Pop. (2036)	7,459	Total Projected Pop. (2036)	5,155	Total Projected Pop. (2036)	11,338	Total Projected Pop. (2036)	23,969	Total Projected Pop. (2036)	7,483

ST. JOHN'S - GAMBO AREA		GANDER BAY - FOGO ISLAND AREA		BURIN PENINSULA AREA		MUSGRAVE HARBOUR - HARE BAY AREA		CLARENVILLE - BONAVIDA AREA	
Total Pop. 2011	18,752	Total Pop. 2011	6,494	Total Pop. 2011	20,741	Total Pop. 2011	7,541	Total Pop. 2011	23,449
Total Pop. 2016	19,160	Total Pop. 2016	6,255	Total Pop. 2016	19,800	Total Pop. 2016	7,155	Total Pop. 2016	23,145
Age 0-24	4,795	Age 0-24	1,280	Age 0-24	4,400	Age 0-24	1,400	Age 0-24	5,060
Age 25-64	10,405	Age 25-64	3,450	Age 25-64	10,925	Age 25-64	3,985	Age 25-64	12,545
Age 65+	4,010	Age 65+	1,510	Age 65+	4,505	Age 65+	1,765	Age 65+	5,505
Total Immigrant Pop.	270	Total Immigrant Pop.	20	Total Immigrant Pop.	170	Total Immigrant Pop.	45	Total Immigrant Pop.	280
Total Indigenous Pop.	1,130	Total Indigenous Pop.	465	Total Indigenous Pop.	295	Total Indigenous Pop.	125	Total Indigenous Pop.	585
Total Projected Pop. (2036)	17,844	Total Projected Pop. (2036)	5,748	Total Projected Pop. (2036)	18,214	Total Projected Pop. (2036)	6,475	Total Projected Pop. (2036)	20,863

ST. JOHN'S - ST. ANNE AREA		TRINITY - CONCEPTION AREA		ISTHMUS OF AVALON AREA		SOUTHERN AVALON AREA		NORTHEAST AVALON AREA	
Total Pop. 2011	5,063	Total Pop. 2011	45,737	Total Pop. 2011	4,748	Total Pop. 2011	7,115	Total Pop. 2011	199,759
Total Pop. 2016	4,795	Total Pop. 2016	46,080	Total Pop. 2016	4,235	Total Pop. 2016	6,690	Total Pop. 2016	208,500
Age 0-24	980	Age 0-24	10,615	Age 0-24	765	Age 0-24	1,125	Age 0-24	57,975
Age 25-64	2,570	Age 25-64	24,850	Age 25-64	2,335	Age 25-64	3,645	Age 25-64	119,415
Age 65+	1,245	Age 65+	10,580	Age 65+	1,120	Age 65+	1,875	Age 65+	31,190
Total Immigrant Pop.	65	Total Immigrant Pop.	480	Total Immigrant Pop.	10	Total Immigrant Pop.	45	Total Immigrant Pop.	8,155
Total Indigenous Pop.	80	Total Indigenous Pop.	820	Total Indigenous Pop.	125	Total Indigenous Pop.	90	Total Indigenous Pop.	6,695
Total Projected Pop. (2036)	4,220	Total Projected Pop. (2036)	41,651	Total Projected Pop. (2036)	3,660	Total Projected Pop. (2036)	6,023	Total Projected Pop. (2036)	206,650

For more information on the projected population estimates, as well as the regional groupings outlined here, please see the full provincial population projections report "Regional Population Projections for Newfoundland and Labrador, 2016-2036" by Alvin Simms and Jamie Ward. www.mun.ca/harriscentre/populationproject

Source: Statistics Canada and the Harris Centre's RANLab

Primary Languages Spoken at Home

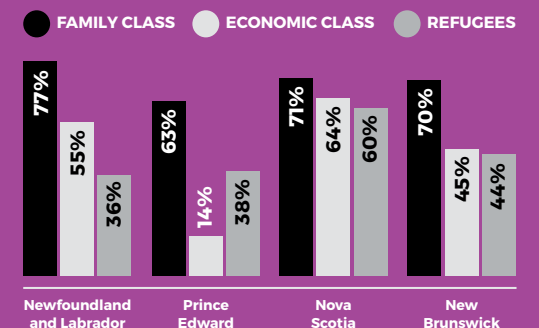
Languages most often spoken at home, excluding English.

INDIGENOUS LANGUAGES:	1,910
INNU-AIMUN	1,800
INUKTITUT	105
FRENCH:	935
MANDARIN:	705
ARABIC:	730
INDO-ARYAN LANGUAGES (including Bengali and Punjabi):	685

Source: Statistics Canada, 2016

Immigration Retention Rate

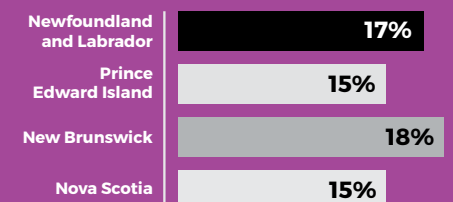
Five Years After Admission of the 2010 cohort (%) 2015



The five-year retention rate for family class immigrants is the highest in Atlantic Canada at 77%, the retention rate for refugees is the lowest in Atlantic Canada at 36%, and the retention rate for economic class immigrants is higher than all other Atlantic provinces except Nova Scotia. Source: Longitudinal Immigration Database, 2015

International Students Retention Rate

(2004-2015)



The retention rate refers to the percentage of students who became permanent residents after graduation and then stayed in the province where they studied for at least one year. The percentage rate for NL was slightly higher than PEI and NS, and slightly lower than NB. Source: Haan, M., Esses, V., Belkhdja, C., & Nguyen, S. (2017). The geographic mobility patterns of international students in Atlantic Canada. Report written for the Atlantic Canada Opportunities Agency (Atlantic Policy Research Initiative)

ADDICTION & MENTAL HEALTH



Collaborating for Mental Health

Feelings of isolation and hopelessness are a reality for many people battling mental illness, and those feelings can be exacerbated in rural and remote areas with limited access to services. In an effort to address this challenge and engage communities in promoting positive mental health and overall wellness, Eastern Health established the Community Coalition for Mental Health & Wellness.

In 2018, Eastern Health established two Coalitions: one located on the Burin Peninsula and one for Clarenville and surrounding area. “These Coalitions started at a time when the communities were facing great loss due to suicide,” says Evelyn Tilley of Eastern Health.

“The Coalitions allow our communities to work in tandem with the health system and provide an opportunity for information sharing and open communications,” says Tilley. “Together, we are working to improve mental wellness, prevent suicides and promote positive health and well-being.”

To provide equitable, timely and accessible health care while helping individuals and families make the best decisions for their health, the Coalitions examine community

health through a primary health care lens. Primary health care is a philosophy and approach that focuses on accessibility, active public participation, health promotion and chronic disease prevention and management, as well as inter-sectoral cooperation and collaboration.

“In the last number of years, there has been increased engagement at the community level, particularly with these Coalitions,” says

Tilley. “Everyone has a stake in improving the health of our communities, and there is a current recognition that the health-care system and its stakeholders, including people with lived experience, must work in tandem to best meet the needs of its populations,” says Tilley.

“Such initiatives are also important foundations enabling linkages to other initiatives or projects,” says Tilley. Since its inception, the Burin Peninsula Mental Health Coalition has partnered with the Mental Health Commission of Canada on “Roots of Hope,” a community suicide prevention project. Newfoundland and Labrador is the first province in Canada to sign on to this project.

“The Coalitions allow our communities to work in tandem with the health system”

It’s complicated. It’s multifaceted. It’s critical. But how are we supporting and caring for people struggling with their mental health?

Self-Injury Hospitalizations 2016-17 (Per 100,000)

Canada	68
NL	105
Central Health	95
Eastern Health	83
Labrador-Grenfell Health	231
Western Health	147

This indicator looks at how many patients were admitted to hospital because of a deliberate bodily injury. The rates for every health region in NL are higher than the Canadian rate. The rates in Labrador-Grenfell are significantly higher, and are similar to rates for the Northwest Territories and the Yukon. *Source: Canadian Institute for Health Information*

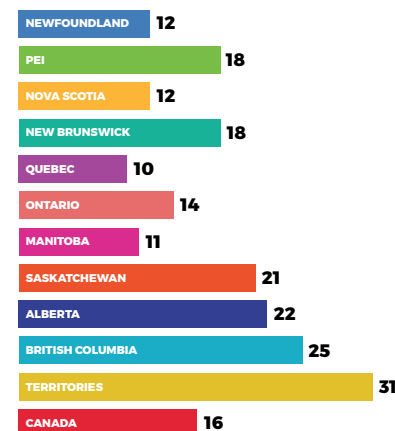
Repeat Hospital Stays for Mental Illness 2016-17

Canada	12%
NL	13%
Central Health	13%
Eastern Health	11%
Labrador-Grenfell Health	15%
Western Health	17%

13% of people in NL who were admitted to hospital for mental health care were admitted at least three times in a single year, this number was higher in both Labrador-Grenfell and Western Health regions. *Source: Canadian Institute for Health Information*

Significant Opioid Poisoning Hospitalizations

Rate (per 100,000), 2016-17



*Yukon, the Northwest Territories and Nunavut are grouped together and reported as “Territories” due to low volumes. †Quebec and Nunavut data is from 2015-2016 (the most recent year of data available). *Source: Hospital Morbidity Database, Canadian Institute for Health Information*

Critical Help Through Harm Reduction



Tree WALSH
Coordinator,
SWAP

As other parts of Canada and the US struggle to tackle an opioid crisis, make no mistake, drug addiction is a major health issue in this province as well – last year there were 23 deaths from opioid overdoses, but that’s just the surface. For so many people, addiction doesn’t begin the way it does in the movies, with parties and risky behaviour. It starts with real pain and mental anguish, and drugs provide legitimate relief. The problem begins when what’s prescribed isn’t working anymore and they start increasing their own dosage, injecting,

“Last year there were 23 deaths from opioid overdoses.”

and turning to street drugs, which could contain other dangerous drugs they don’t even know are in there.

Access to new needles and equipment, as well as naloxone kits is imperative. If a drug user doesn’t have access to new supplies, it doesn’t mean they’re not going to use drugs, it means they’re going to do it and risk their health by reusing old supplies, or sharing someone else’s, putting them at even greater risk. Last year alone SWAP gave out over 740,000 needles to people across the province, including over 130,000 mailed out to communities outside of our base locations in St. John’s and Corner Brook.

SAFETY

How safe are our communities? What are we doing to protect the people in them?



Opening a New Door for Women in the Sex Trade

Blue is a colour of calm, contemplation and solace. As the colour of the ocean and the sky, it is often associated with freedom. It's also the colour most closely associated with service and health care workers.

"There are a number of ideas about the meaning behind a blue door," says Mary Fearon, Director of the Blue Door program with Thrive, part of the Community Youth Network. "One is that it symbolizes a place of refuge or safety, which I think our program offers to our participants."

Blue Door supports individuals to exit sex trade activities or sexually exploitive situations, including sex trafficking. "We offer intensive individualized services and supports to address barriers to the exiting process," says Fearon. The program has two support coordinators, a counsellor and a teacher on staff. The team addresses issues of social isolation, complex trauma, mental health, addictions, education, employment, housing and other issues identified by participants. The program, which

primarily serves those between the ages of 14-29, is inclusive of all gender identities and sexual orientations.

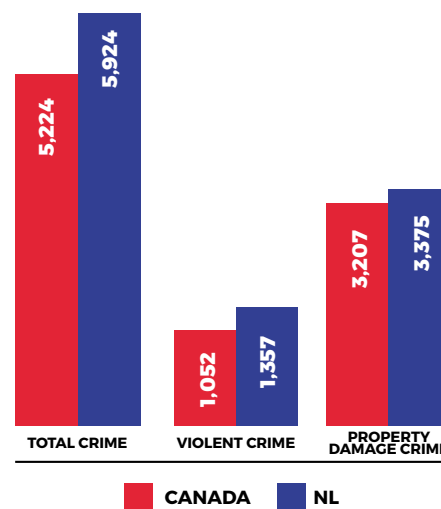
"The program has been running for just over a year, we currently have 21 people in the program and 11 on the waitlist, many of which have self-referred," says Fearon.

This is not a new issue in the province or the country

The Blue Door program works in partnership with the Coalition of Sexually Exploited Youth (CASEY). CASEY facilitates regular consultation for Blue Door staff with individuals who have lived experience in the sex trade to ensure staff are hearing the voice of the population they are supporting.

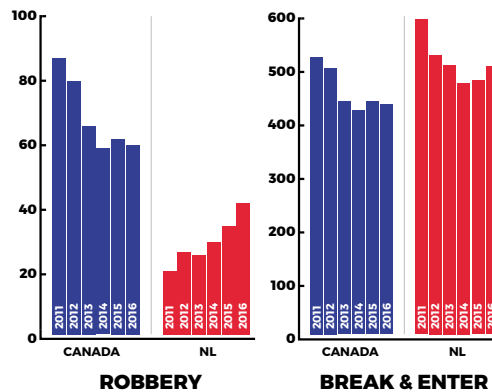
"There has been more discussion in the province regarding sexual exploitation and the sex trade over the past few years," says Fearon. "This is not a new issue in the province or the country, but as this social issue comes to the attention of the broader community, more people recognize a need for programs like the Blue Door."

Crime Rate
Per 100,000 People



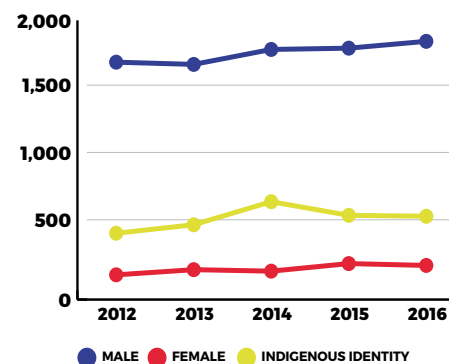
Total NL crime rate and rates for criminal and property crimes are higher than national rates. Source: Statistics Canada

Robbery and Break and Enter Rates
Per 100,000 People



NL robbery rate has increased since 2011 while break and enter rate has decreased. NL robbery crime rate has consistently fallen below the national robbery rate while the NL breaking and entering rate has consistently been higher. Source: Statistics Canada

Adult Admissions to Correctional Services



Indigenous peoples account for 25% of adults admitted to correctional services while they make up only 9% of the general population. Source: Statistics Canada

Women in Prison



Denise HILLIER
Director of
Clinical Services,
Stella's Circle

Many incarcerated women have lived in poverty and are challenged with histories of trauma, addiction and mental health. For those who are mothers, the additional challenge while incarcerated at the Correctional Centre for Women in Clarenville is maintaining connection to family. Relationships are critical, especially for women. Mothers grieve the loss of connection. There are few visits by children with their mothers as children are either in care or with family who may not be able to afford transportation to the prison. For mothers from Labrador, there is further distance between their children and the communities who support them.

There is a need to build supports and collaboration to ensure the needs of incarcerated mothers, their children and caregivers are met. Incarcerated mothers need access to grief and loss counselling. For those who are able to maintain some connection to their children, there needs to be assessment of the potential use of technology in maintaining supports.

Women in the correctional system have little access to education and employment while in prison. Opportunities for learning are limited to high school courses through the GED (high school equivalency) program but post-secondary training is not available. The only employment skills offered are brief one- or two-day programs such as Workplace Hazardous Materials Information System (WHMIS). There needs to be access to programs that enable women to build work skills that are transferable to the community.

Intimate Partner Violence

Per 100,000 persons aged 15 years & older

NL	NS	SK	CA
323	307	680	310

NL intimate partner violence rate is slightly higher than the national rate but mid-range when compared to the rates of other provinces. Source: Statistics Canada

EDUCATION

What are the biggest challenges for the education system?
How are things changing to address them?



Pictured here with new graduate Josiane Umunyurwa, Linda Richards (right) delivered an inspirational address at the Stella's Circle 2018 ABE graduation ceremony. Photo Credit: The Telegram.

Open Book, Open Doors.

Before attending high school equivalency classes, Stella's Circle participant Linda Richards was withdrawn and increasingly isolated. "I was very shy," says Richards. "At times, I would isolate myself from everyone and just stay home." Though Richards managed to find work at a home care agency, reading was a daily struggle. "It was very difficult to fill out the paperwork and reports. I also found it, at times, hard to read prescription labels. After my job ended, I knew it was time to make a change."

Despite her sense of isolation, Linda was not the only one struggling. Today, many Newfoundlanders and Labradorians have limited literacy skills. Regardless of employment status, those with low literacy face barriers which impact every facet of their lives.

"Everyday activities including completing doctor's forms, understanding rental agreements, filling prescriptions and paying household bills are just a few of the situations that can prove challenging for someone with minimal literacy levels," says Rob McLennan, Director of Employment Services at Stella's Circle.

Stella's Circle is a not-for-profit community organization with a mission to transform lives by offering "Real Homes, Real Help and Real Work." "We provide various housing, counselling and employment programs to people who face many barriers to fully participating in their community," says McLennan. "These barriers can include mental health issues, addictions, homelessness, poverty, criminal justice involvement, trauma, low literacy and long periods of unemployment."

"Our learners are both male and female and range in ages between 20 to 65, with an average age of 30 to 40," says McLennan regarding the Adult Basic Education (ABE) program.

For learners like Linda, literacy training is a first step towards a brighter future. "I am looking

to explore my options as to what is next for me with work," says Richards. "ABE has changed my life so much... not just with my reading and writing, but with my confidence. It changed me... it was as if a door had opened for me."

Today, there are many Newfoundlanders & Labradorians with limited literacy skills.

Improving the Education System



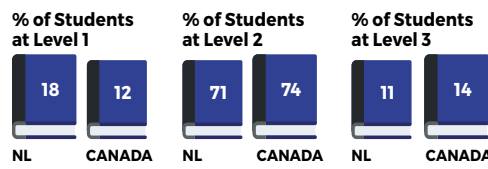
Dr. David PHILPOTT
Faculty of Education,
Memorial University

Attendance and school dropouts are the best indicators of student well-being, of their sense of belonging, of their connection with their peers, of engagement, of hope for their own future. Over 1200 students drop out every year in this province (the equivalent of two average sized high schools), while another 4500 students miss more than 20% of class time annually. Those numbers are conservative as only two-thirds of attendance is recorded and the default setting assumes the child to be present. Students don't drop out of school, they slide out because no one is watching. More than 2000 people a year are enrolled in Adult Basic Education in the province, costing about \$10 million annually. No one chooses to go to ABE, they end up there because the K-12 system profoundly failed them.

For many children that failure happens due to a lack of support. Inclusive education has been interpreted as all children in the same environment all of the time, but it is clear that equal treatment is not working. An equitable approach that gives each child what they need is imperative – individualized supports for individualized needs, delivered in a variety of settings.

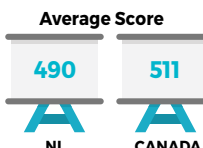
Another key concern is the alarming trends for children in care. In a province with a declining population we have an increasing number of children requiring the care of Child Protection Services. Over 1000 children are in care yet only 23% of them will graduate high school. Among homeless youth 77% had been under Child Protection Services. We spend more money on this group of youth than any other, yet their outcomes are abysmal.

Reading Scores 2016

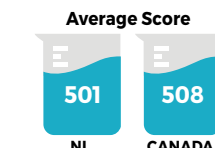


The Pan-Canadian Assessment Program (PCAP) is administered every three years and measures curriculum outcomes common across the provinces at the Grade 8 level. In 2016 NL had more students than the Canadian average achieving at the lowest level (Level 1) and fewer students achieving at the higher levels (Levels 2 and 3). Source: Report on the Pan-Canadian Assessment of Reading, Mathematics, and Science 2016

Math Scores 2016

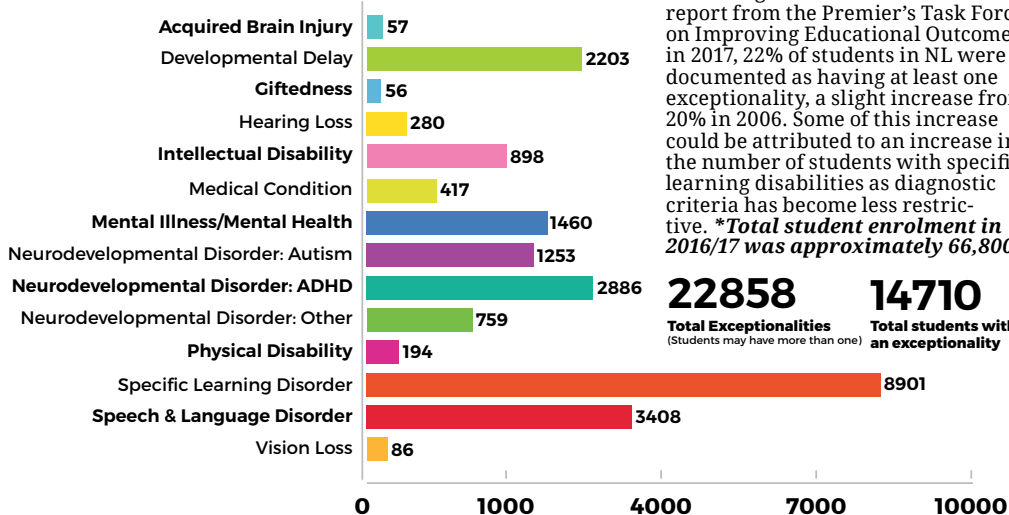


Science Scores 2016



The average scores for math and science are reported on the PCAP scale, which has a range of 0-1000. In 2010, the Canadian average was set at 500. In 2016, the Canadian average increased to 511 in math and 508 in science. NL continues to score lower than the Canadian average – 7 points lower in science, and 21 points lower in math. Source: Report on the Pan-Canadian Assessment of Reading, Mathematics, and Science 2016

Students with Exceptionalities (by Type) 2016/17



According to the "Now is the Time" report from the Premier's Task Force on Improving Educational Outcomes, in 2017, 22% of students in NL were documented as having at least one exceptionalty, a slight increase from 20% in 2006. Some of this increase could be attributed to an increase in the number of students with specific learning disabilities as diagnostic criteria has become less restrictive. *Total student enrolment in 2016/17 was approximately 66,800.

Adult Basic Education

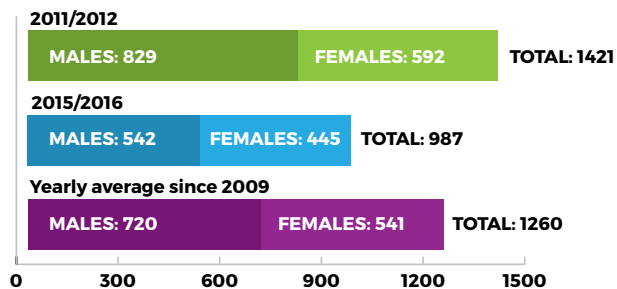
On average, approximately

2000

Newfoundlanders and Labradorians are enrolled in Adult Basic Education in a given year.

Source: Gov of NL, Advanced Education, Skills and Labour

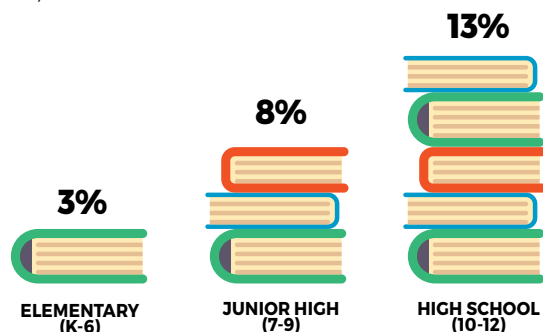
High School Dropouts



While the number of students who drop out of high school has been decreasing and varies from year to year, on average over 1200 students drop out per year – the equivalent of two average sized high schools. Source: *Now is the Time – The Next Chapter in Education in Newfoundland and Labrador, Premier's Task Force on Improving Educational Outcomes, 2017*

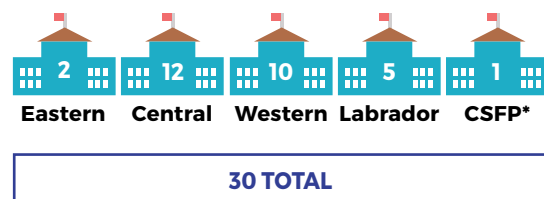
Students Missing More Than 20% of Classes

2015/16 Academic Year



Attendance rates are a key indicator of student well-being. In the 2015/16 academic year 13% of high school students missed more than 20% of their school year. Source: *Now is the Time – The Next Chapter in Education in Newfoundland and Labrador, Premier's Task Force on Improving Educational Outcomes, 2017*

Schools with Less than Five Kindergarten Students



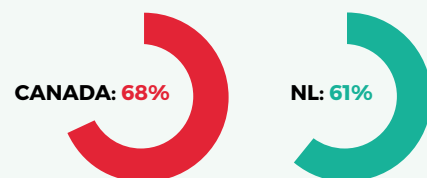
The declining number of children in smaller communities can be seen in the number of schools with fewer than five kindergarten students – a total of 30 schools across the province. *Conseil Scolaire Francophone Provincial de Terra-Neuve-et-Labrador

Source: *Now is the Time – The Next Chapter in Education in Newfoundland and Labrador, Premier's Task Force on Improving Educational Outcomes, 2017*

DEMOCRACY

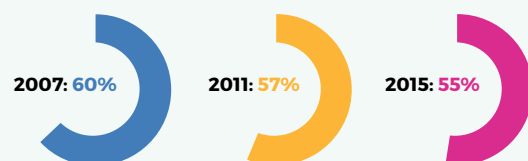
Just how civically engaged are we? And how can we create systems that better address the shift in population?

Federal Voter Turnout 2015



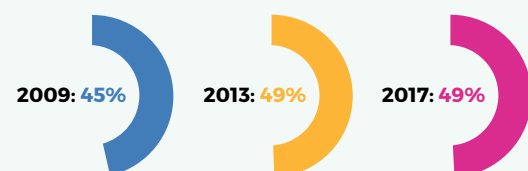
NL has the lowest voter turnout rate of all provinces and territories except Nunavut. Source: *Elections Canada*

Provincial Voter Turnout



Provincial voter turnout for general elections has decreased over time. Source: *Elections Newfoundland and Labrador*

Municipal Voter Turnout



Municipal voter turnout was lower than both the federal and provincial elections but has increased since 2009. Source: *Department of Municipal Affairs and Environment, Government of Newfoundland and Labrador*

Living Regionally



Craig POLLETT

CEO

Municipalities Newfoundland and Labrador

Let's get the bad news out of the way. If you've paid attention to the state of our municipal system at all in the last decade you already know it. Most municipalities don't have a sufficient local tax base to provide the services residents want. Most councils cannot generate enough candidates to have an election. Most municipalities have one or fewer staff, which is insufficient to provide basic services. Most municipalities can't manage their drinking water systems effectively. Most municipalities are currently breaking a federal law because they cannot afford to treat their wastewater. Most communities have no municipal government at all.

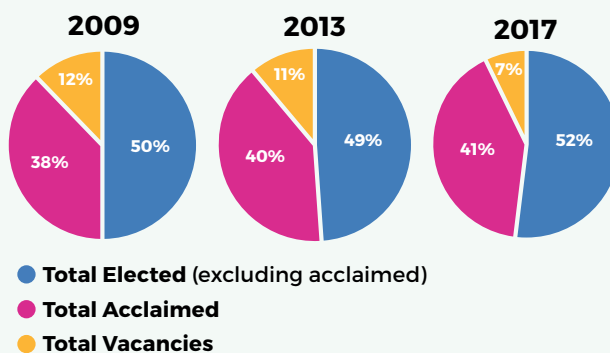
This is all kinds of wrong. Today, young families, newcomers and returning residents expect modern services – clean drinking water, effective wastewater treatment, up-to-date recreation facilities, to name a few. Most municipalities are in no position to respond.

Municipal Election Breakdown

Councillors by Gender

Gender	Year	Nominated	Elected
MALE	2009	1444	1056
	2013	1423	1017
	2017	1406	1027
FEMALE	2009	666	495
	2013	679	514
	2017	698	538

Acclamations



The total number of female councillors has increased since 2009. While the percentage of vacancies has decreased, the percentage of acclamations has increased since 2009. Source: *Department of Municipal Affairs and Environment, Government of Newfoundland and Labrador*

That's why a lot of people are calling for a regional approach to municipal government. They aren't wrong, but there are better reasons for moving to a regional system. It is better at doing municipal government. Regional is how the world does municipal government.

A regional approach provides a larger tax base. It means new and better municipal services – ones that local councils cannot afford on their own. A regional approach means better land-use planning. Heck, it means land-use planning. Period. It means a much better use of existing and future resources: fire trucks, fire fighters, plows, loaders, money. And it means a better local democratic system – one that can engage with residents.

We already live our lives in regions. We work, shop, go to school, get health care services and do all the things that make up a life across several communities. We are already living regionally. We need our government systems and public services to catch up with us. Not because we are in crisis – although we are – but because it would be the best solution even if we weren't.

DIVERSITY

Is the face of NL changing? How can we build on our strengths, break down the barriers and foster stronger, more inclusive communities?



Supporting Trans and Gender Diverse Youth

In 2017, Newfoundland and Labrador announced it will allow gender-neutral birth certificates – one of the first provinces in the country to do so. It's just one of the ways the province is learning to support transgender and gender-nonconforming Canadians.

“I think interest in how to better support trans people has increased in certain areas over the last few years,” says Tj Jones, executive director of Trans Support NL. “The number of requests we receive for educational sessions and speaking engagements – across a wide variety of community services and institutions, no less – are a clear indicator of this fact.”

One of the group's key areas is their work with gender diverse youth and their parents. Along with their support groups, they now offer a childcare playgroup for younger gender creative kids and siblings. They've also partnered with Echo Pond Summer Camps to deliver their second Camp Rainbow, a camp for 7 to 15-year-old trans, two-spirit and gender diverse kids.

“I feel like there is movement at the top of some of our systems, and yet, we still see so many issues on the ground,” says Jones. Jones says there is a need for increased access to locally assessed and performed [gender affirming] surgeries, as well as a need to address discrimination and transphobia, particularly in the workplace. **“Personally, I do believe that the level of support for trans people in NL now, compared to five years ago, has definitely increased,”** says Blair Curtis of the newest branch of Parents of Trans and Gender Diverse Kids, based in the Western region of the province. “I think more people are becoming aware and informed on what being transgender means. People are becoming more knowledgeable.”

“Over the next five years, my hope is that the support for trans people will only increase to the point that trans people do not have to even ‘come out,’” says Curtis. “They can just say ‘this is me’ and be allowed to be themselves.”

A Market of Opportunity

“It is amazing to hear the local Indian dishes names from the mouths of our customers who had no clue about these dishes before the farmers’ market,” says Fatima Khan of Fatima’s Indian Food. Originally from India, Khan has been part of the St. John’s Farmers’ Market (SJFM) for over 10 years.

In July 2018, the SJFM moved into their new 14,000 square foot marketspace, including an outdoor market plaza, indoor and outdoor seating areas, a community kitchen, workshop space and more.

Khan is just one of dozens of vendors that have been given the chance to showcase their cooking, craft, baking and farming skills at the SJFM.

“The Farmer’s Market has made invaluable contribution for cross-cultural integration,” says Khan. **“It is an excellent place to learn from others’ experience and start your own small-scale business.”**

In the community, SJFM represents an entrepreneurial incubator. “Markets are familiar spaces no matter where you’re from and leveraging food skills from your home country can be a pretty solid path into employment here in St. John’s, without the risk – or capital needed – to take on a storefront,” says Joshua Smee, chair of the St. John’s Farmers’ Market Cooperative Board of Directors. The organization is now developing supports for vendors around taxes, small business development, health benefits and more to help them navigate unfamiliar systems. Other organizations like the Newfoundland & Labrador Organization of Women Entrepreneurs and the Association for New Canadians are growing their resources for women and newcomers.

“The St. John’s Farmer’s Market was our first exposure to the market life and we have never looked back,” says Muhammad Nasir of Curry Delight, a food vendor so popular, it attracts long lines of hungry patrons every week. “We are extremely grateful to the market for welcoming us into its home and helping us grow into what we are today.”



Driving Inclusion

For many Newfoundlanders and Labradorians, the loss of basic mobility is an issue, often caused by the onset of arthritis, heart and lung conditions or physical disabilities. One group in the province is helping people remain connected to their communities by teaching communities how to be more accessible.

The Coalition of Persons with Disabilities NL (CODNL) offers training grounded in cross-disability perspectives on topics from customer service to emergency preparedness. “It’s the first of its kind in the province, and it’s from a lived-experience approach – having people with disabilities designing and developing the material that matters the most to be covered,” says Emily Christy of CODNL, a member of the Council of Canadians with Disabilities.

The program works in conjunction with the province’s Accessible Taxi Program, which provides grants to taxi companies toward the cost of retrofitting or purchasing vehicles that meet accessibility standards, capable of accommodating passengers with mobility devices such as wheelchairs and scooters. CODNL provides training, making it possible for more taxi services to commit to delivering an accessible taxi service on a 24/7 basis. Through the training, drivers build their knowledge around disability rights and equitable service, and they are trained in showing respect and dignity to all clientele.

Five years ago, there were no accessible taxis in the province. In 2018, there are more than two dozen, with over 400 trained drivers.

“We know that this has a major impact in the decrease in complaints we are receiving specific to the taxi industry,” says Christy. “It’s clear this is going to be a liberating service that has a major impact on inclusion in this province. Private companies are making their own financial investments into this program because they see the merit, the impact and the growth in their bottom line.”

Harmony of Diverse Voices

In music, harmonies gain their beauty from the simultaneous closeness and disparity of different sounds playing together. Lauda (from the Latin *laude*, or 'praise'), one of the ensemble choirs of the award-winning Shallaway Youth Choir, is a symbol of the importance of diverse voices.

Lauda is a choir grounded in the concept of neurodiversity, where neurological differences are recognized and respected as any other human variation, on par with gender, ethnicity, sexual orientation or disability status. These differences can include Attention Deficit Hyperactivity Disorder, Autism Spectrum Disorder, Dyslexia, Tourette Syndrome, Fetal Alcohol Spectrum Disorder and others.

"[The choir] includes near-typical choristers and choristers who may be on the autism spectrum or may struggle with standing still, or are hypersensitive to sounds, or find communication challenging," says Kellie Walsh, artistic director of Shallaway.

"The beauty of this group is that it includes both near-typical and neuro-atypical choristers," explains Jennifer Adams, member of the Lauda team. "It's deliberately not just neuro atypical kids being allowed to be themselves in a supported way. It's about all the kids coming together and learning from each other, as equals and peers. Their talents and skills are equally valued, and at each rehearsal they're learning from each other – the learning goes both ways. We're teaching a generation of people to see the strengths in what have typically been called disabilities."

Shallaway has been cultivating diverse voices in its other work, as well. Last summer, Shallaway and Ullugiagát-suk, a youth choir that was formed with support from the Nunatsiavut Government, travelled to Ottawa to sing at the Canada Day celebrations. **"More recently, a group of Shallaway apprentices travelled to Hopedale for a week to perform and sing with the kids from the five communities of Nunatsiavut in Labrador,"** says Walsh. "The kids love being together, singing together, and this friendship continues to grow stronger every year."



Sharing and Celebrating National Indigenous Peoples Day

June 21 – the summer solstice – is many things to many people. It's also National Indigenous Peoples Day, a day recognizing and celebrating the cultures and contributions of the First Nations, Inuit and Métis Indigenous peoples in Canada.

"A decade ago, celebrations on Indigenous Peoples Day were largely relegated to Indigenous communities or diversity initiatives," says Kelly Anne Butler, Aboriginal Affairs Officer and Adjunct Professor at Memorial's Grenfell Campus. **"Over the past 10 years, though, there has been a shift toward mainstream interest and a broader platform for celebration.** This has occurred alongside the growth of organizations such as the Aboriginal Peoples Television Network, which increases visibility across various media."

Increased mainstream interest isn't the only change. In 1945, it was dubbed "Indian Day." Later, it became "National Aboriginal Day." In 2017, Canadian Prime Minister Justin Trudeau released a statement pledging to rename the event "National Indigenous Peoples Day," citing the terminology used in the landmark United Nations Declaration on the Rights of Indigenous Peoples.

"Indigenous Peoples Day is a day set aside each year to acknowledge the profound contributions of Indigenous Peoples to where we are today in Canada and to celebrate and learn from the diverse cultures and histories of Indigenous Peoples," says Butler. **"In some ways, the celebration of Indigenous Peoples Day acts as a small part of a corrective to mainstream histories that so often disregard or misrepresent Indigenous Peoples."**

Butler says it's important that we not rely exclusively on stand-alone events like Indigenous Peoples Day as evidence of our ability as a country to engage in true reconciliation. "But days like this are important in the sharing and celebratory elements for communities as well as in the exposure and educational aspects that come out of the associated media exposure," says Butler. "Anything that helps to move along the dialogue, which I believe Indigenous Peoples Day does, is beneficial to all."

Fostering Cross-Cultural Friendships

Finding your place in a new school is a daunting task for any child, but for children coming from different countries and cultures, it can seem impossible. Easing that transition and fostering a sense of belonging and acceptance is exactly why Lloydetta Quaicoe started the Sharing Our Cultures program.

"On arrival in the province, newcomer youth often have difficulties joining friendship groups that have been established in previous grades," explains Quaicoe. **"As a result, they experience unwanted social isolation from locals who could assist them with navigating a new school culture and environment and, for some, a new language."** The program works with Grade 6 students throughout the year and brings them all together for a three-day celebration and learning opportunity in March during the province's Multiculturalism Week.

In past years most of the students have come from the St. John's area, however, students from Labrador and other parts of the province have participated, and plans to expand to areas outside of the Eastern region are underway.

"When living in a small rural community, students often-times have no opportunities to meet children from other cultures at all! They learn about cultures in school, but to have the chance to meet and talk with students from other parts of the world is invaluable to their education and global worldview," says one Grade 6 teacher.

The sharing of Indigenous cultures has also become an integral part of the program, with students participating from Miawpukek First Nation, Natuashish, Nunatsiavut and Sheshatshiu.

"When newcomer children and youth arrive in the province, they often do not know much about the history of Indigenous Peoples in Canada. Indigenous children and youth, particularly in isolated communities, do not often have the opportunity of interacting with youth from diverse cultural backgrounds," says Quaicoe. **"It is important to bring them together to share their history and culture with the anticipation that they will develop genuine friendships and accept each other."**





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PROJECT TEAM

Cathy Newhook
Rob Greenwood
Tim Crosbie
Eleanor Swanson
Meghan Eibner
Lauren Power
Bojan Fürst
Justin Dearing
Amy Jones
Mandy Strickland
Alisha Morrissey
Lesley Raymond
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Blair Curtis	Josh Smee
Tj Jones	Keith Storey
David Philpott	Lisa Browne
Craig Pollett	Stephanie Porter
Jamie Baker	Joe Teo

CONTACT US

**Community Foundation of
Newfoundland & Labrador**

Suite 209, 31 Peet Street,
St. John's, NL, A1B 3W8
(709) 753-9899

info@cfnl.ca
cfnl.ca

**The Leslie Harris Centre of
Regional Policy and Development**

2nd Floor, Emera Innovation Exchange,
Signal Hill Campus, Memorial University
100 Signal Hill Road, St. John's, NL, A1A 1B3
(709) 864-3143

harriscentre@mun.ca
mun.ca/harriscentre



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