L'ARCHE® canada

At Home in a Neighbourhood Where I Belong

At Home in A Neighbourhood Where I Belong

An Inclusive Housing Solutions Lab

Does housing play a role in someone's sense of belonging?

We wondered that too and looked at belonging in this Inclusive Housing Solutions Lab!

Traditional approaches to housing for persons with intellectual disabilities are not working. Governments are too dependent on outdated Developmental Services (rather than Disability Support) models that tie disability supports to site-specific, often congregate, residential programs; they are unable to build the multi-sectoral collaborations needed to shift resource flows to individualized, community-based housing supports within a range of mixed-income housing options.

It's time for an Inclusive Housing movement and this Lab developed a few ways to change the conversation on housing choice for persons with intellectual disabilities. Read on for our learnings and action plan.

Table of Contents

About this Inclusive Housing Solutions Lab

We acknowledge that the work of this Lab took place on the traditional and unceded territory of the Wolastoqiyik (Maliseet), Mi'kma'ki, and Passamaquoddy. Peace and Friendship Treaties were signed with the British Crown prior to 1779 and did not involve First Nations surrendering rights to the lands and resources they had traditionally used and occupied.

Convened by L'Arche Canada and focused on two communities: Fredericton and Saint John, in the province of New Brunswick, this Lab aimed to work with diverse partners and stakeholders, and alongside persons with living experience of disability, to look at the role housing plays in connection and belonging. Titled, "At Home in a Neighbourhood Where I Belong," the Lab asked:

How can we work together to ensure that everyone - including people with intellectual disabilities, has an affordable, accessible home that supports a sense of belonging and connection to community?

We recognize that we are living in a time of extraordinary technological and economic change that has brought remarkable progress as well as increasing challenges for people with intellectual disabilities and the organizations dedicated to their support and well-being. While in many ways Canada is a beacon of diversity and inclusion, we also face complex social challenges including the lack of equal opportunity, increasing loneliness and isolation, and the plight of vulnerable people falling through the cracks of social service systems.

People with intellectual disabilities often live in:

- **Family homes with aging parents who worry about their future.**
- **Psychiatric hospitals, nursing homes, large group homes, and other institutional settings.**
- **Their own apartments with weak social networks causing increased vulnerability.**

Many of the approximately 750,000 Canadians with intellectual and developmental disabilities long for a home of their own in communities where they belong. Yet they remain isolated in inappropriate, segregated, and/or substandard housing due to the scarcity of accessible, affordable, and inclusive housing, and the person-centred disability supports and social networks they need for safety and well-being.

The provincially funded developmental services sector is under-resourced, over-regulated, and slow to change. 'The community' often lacks the capacity to fully welcome people with intellectual disabilities as members, co-workers, neighbours, and friends—a loss for them, for their families and for all Canadians.

L'Arche New Brunswick Inclusive Housing Solution Lab

In recent decades, a number of families and organizations have created innovative models of inclusive, yet not always affordable housing. However, most families and disability support organizations don't have the financial and human resources, housing management skills, and capacity for the innovation necessary to replicate these solutions, especially for persons with complex support needs, living in poverty, and/or from indigenous, newcomer, racialized, LGBTQ, or other marginalized communities.

Disability support agencies, underfunded and supporting individuals with complex needs, have little capacity to adopt community based affordable housing innovations emerging from within and beyond the Disability Supports sector. It's a complex issue:

- The housing choices and support needs of these citizens vary widely based on multiple factors;
- Persons with intellectual disabilities (including family members) are often excluded from the process - too often, we create housing for marginalized persons rather than with them;
- Inclusive, affordable housing options employing co-housing, cooperative, social financing, and community hub approaches are slow to be scaled and often exclude persons with disabilities;
- Data collection and analysis in this sector is weak – there are many hidden pockets of need and unsafe and inappropriate housing not being addressed;
- Developmental Services funding, support models, and housing options vary widely within and between the provinces and territories;
- A divided Disability Support sector, overstretched and competing for funding, is limiting knowledge sharing and scaling of innovations;
- The 'community' often has limited capacity to welcome and support persons with intellectual disabilities as contributing members.

About L'Arche Canada

Across Canada and around the world, L'Arche creates communities of friendship and belonging. In L'Arche, people with and without intellectual disabilities live, work, learn, and grow together. L'Arche demonstrates that when persons with intellectual disabilities take their place at the table, they contribute to a more just, compassionate, and vibrant world for all.

L'Arche Canada now includes 30 communities in nine provinces from Vancouver Island to Newfoundland. L'Arche Canada is a national organization with the capacity to share knowledge across provincial and cultural boundaries and with multiple sectors.

The Mission of L'Arche is to:

Make known the gifts of people with intellectual disabilities, revealed through mutually transforming relationships.

Foster an environment in community that responds to the changing dreams and needs of our members, while being faithful to the vision and core values of our founding story.

Engage in our diverse cultures, working together toward a more human society.

L'Arche demonstrates that with friendship, belonging, and the opportunity to contribute their gifts, people with intellectual disabilities flourish and their lives make a difference. They take a variety of valued roles – employees, volunteers, leaders, artists, teachers, friends, and family – contributing to the lives of their families, friends, and communities.

Living with difference and vulnerability is challenging, yet L'Arche demonstrates that when all people, including the most marginalized, take their place, society becomes more human – more colourful, welcoming, creative, compassionate, and joyful.

The L'Arche Vision

The Vision of L'Arche is rooted in relationship and belonging:

• Mutual care, respect, and compassion between people with and without intellectual disabilities
• Sharing ordinary, daily life with all its joys and sorrows
• Living, working, learning, and celebrating together in communities of belonging
• Transforming our lives as we embrace our gifts and imperfections
• Recognizing that we need each other and are better together
• A model of inclusion, a way of peace, and a sign of hope for our world.

The L'Arche relational model breaks down barriers between those who give and those who receive supports. It replaces society's emphasis on independence that leaves so many people lonely, with interdependence where each person flourishes as they contribute their gifts for the good of others.

What Did We Learn?

The Lab confirmed that there is a need not just for affordable housing, but also housing that considers and supports social inclusion for many people, including persons with intellectual disabilities. The Lab contributed to a broadened framework and definition of "inclusive housing", as well as shifts in how this is understood and now talked about.

From the beginning, the project name "At Home in a Neighbourhood Where I Belong" brought people into a new conversation about belonging and connection as central aspects of inclusive housing. There is a changing housing conversation in New Brunswick, and diverse stakeholders including government staff and housing operators are now talking about housing as a means to build community and connections. There is also a new growing awareness that community building needs to be intentionally and pro-actively integrated into housing projects and settings. As such, we developed a definition of inclusive housing that includes six key elements
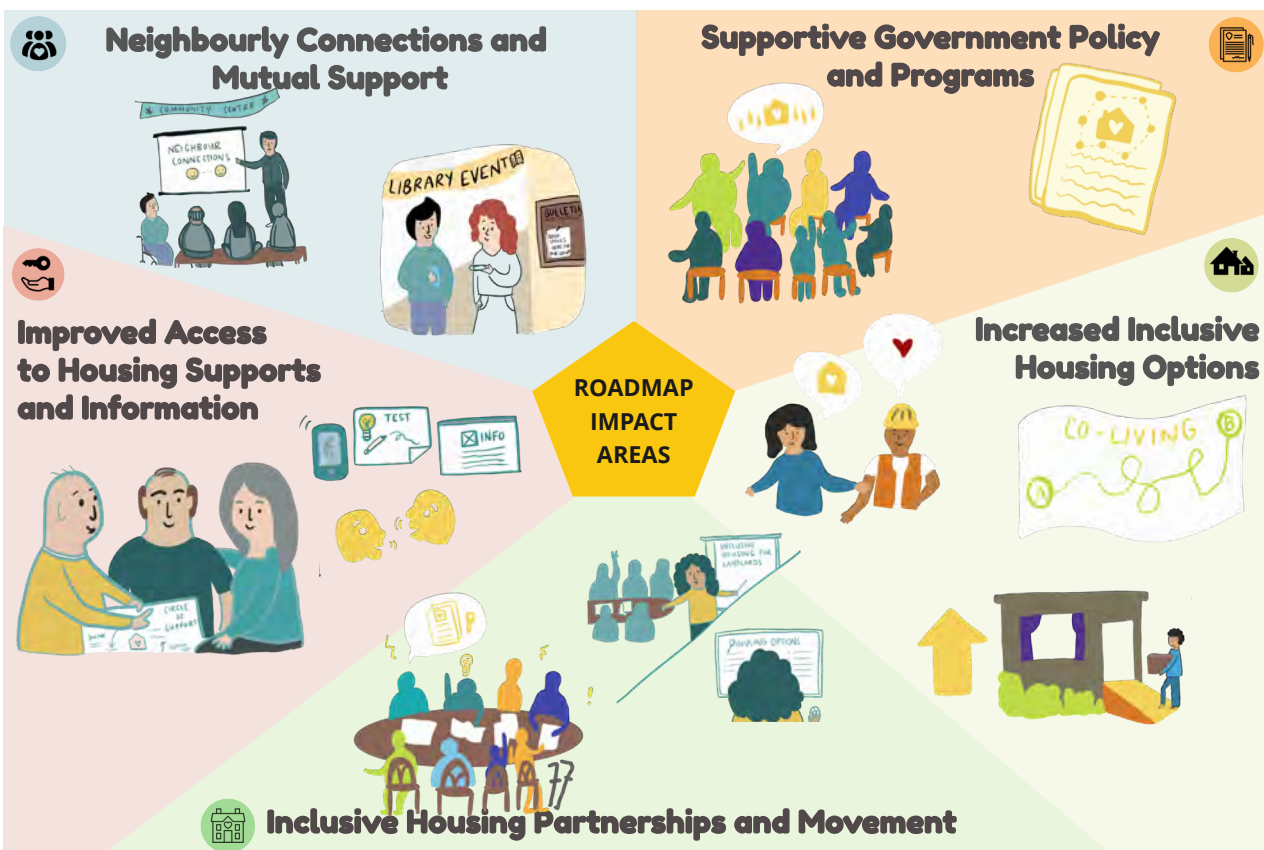(pictured below).
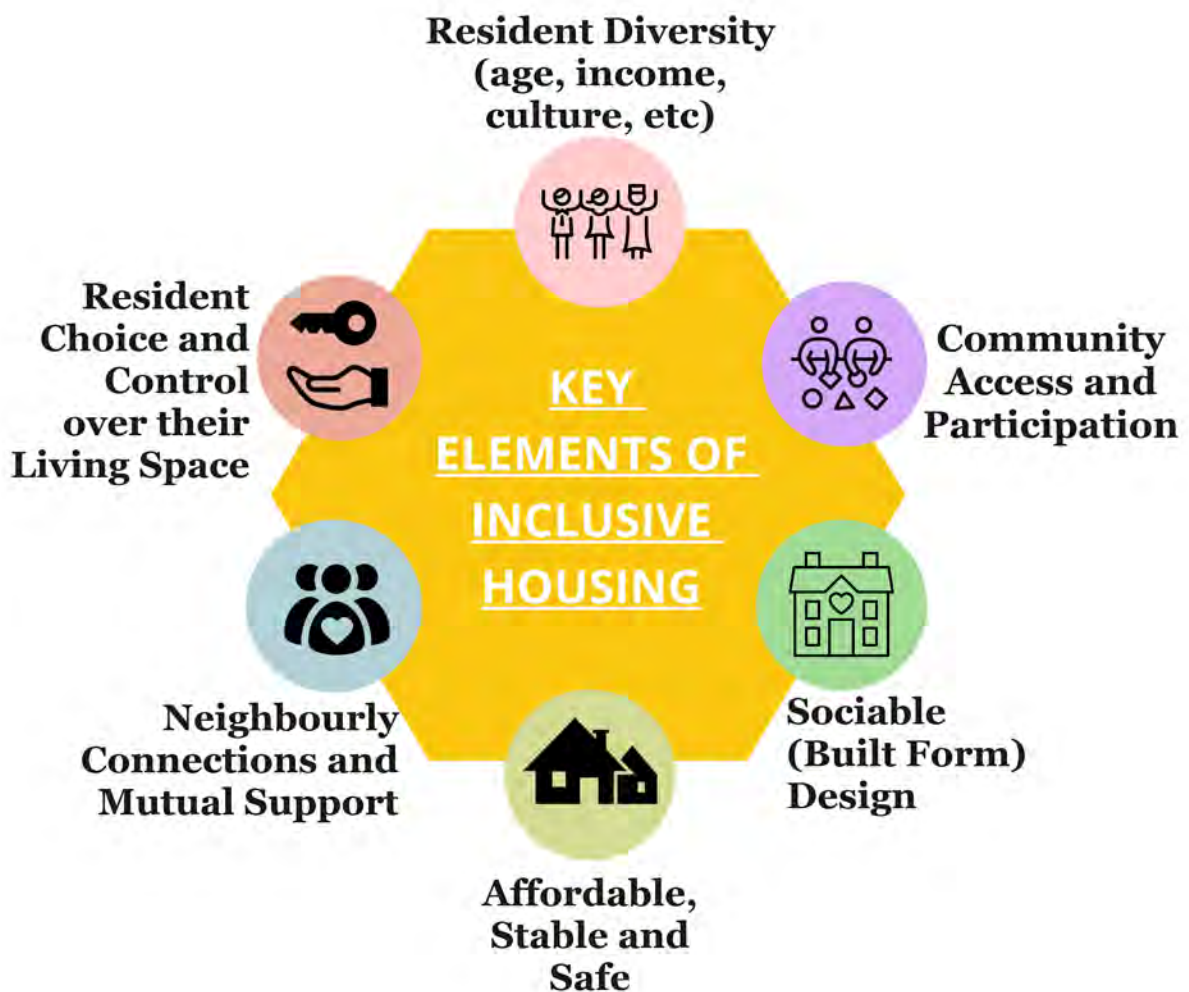
Inclusive Housing Model

The support for this outcome is reflected in the Lab Roadmap through community-selected actions. Actions include creating a provincial Inclusive Housing Partners Table which will develop an inclusive housing policy strategy, working at the municipal level to establish working groups and partnership facilitators, and multiple initiatives around neighbourly connections.

As this Lab progressed, the issue of collaboration (or lack of) continued to arise. Groups expressed that there was a lot of good work going on, but it did not seem that the various partners were talking to each other, or did not have the capacity to formalize collaboration. Everyone recognized the benefits of working together but identified the need for someone to take the lead. Convening this Lab did bring together partners and created an opportunity for those partnerships to strengthen. Going forward, L'Arche Canada is investing in the next 12 months of work from the Roadmap by hiring a Housing Coordinator whose work will focus on supporting the activities of the Roadmap in New Brunswick with an intention to replicate or share the Roadmap actions at a national level.

Additionally, as in the Lab, the goal going forward is to ensure persons with intellectual disabilities continue to be co-leaders and co-designers of projects within the Roadmap. People with living experience made this Lab and its resulting Roadmap relevant, relatable, and richer. From the outset we heard from persons with disabilities that they want visibility and voice in all arenas, from working groups to policy tables. This is happening with many of the Roadmap actions, but most significantly a Provincial Inclusive Housing Partners Table will be formed that consists of diverse stakeholders, the Government of New Brunswick, and persons with experience.

INCLUSIVE HOUSING IMPACT AREAS

Who Was Involved?

New Brunswick Stewardship Partners Team

Fredericton InclusionNB HOUSING ALTERNATIVES INC. ST. JOHN'S (STONE) CHURCH

GREATER FREDERICTON SOCIAL INNOVATION / INNOVATION SOCIALE DE LA RÉGION DE FREDERICTON L'ARCHE fredericton L'ARCHE saint john TAMARACK INSTITUTE **Stacey Howe** **Shawna Morgan**

Facilitated by

SHIFT shift to a better world

National Community of Practice

TRINITY CENTRES FOUNDATION / FONDATION DES CENTRES TRINITÉ catalyst iris PLAN

L'ARCHE canada GROUPE CDH TAMARACK INSTITUTE

Funded by

NATIONAL HOUSING STRATEGY CMHC SCHL

Thank You To Key Participants Who Shared Their Experience Along The Way

**Kaitlyn Layden** **Teena LeBlanc** **Danny Robichaud**

The Inclusive Housing Solutions Lab Process

We followed a five-phase process over 21 months to learn, test, and then create an action plan. This is a common model to follow for Solutions Lab work. And we used a Solutions Lab approach because it recognizes that:

"Problems are increasingly complex. Social innovation is about "fundamental system change." Traditional approaches are not working. "If we were to find a solution to the broad problems confronting us, we needed to respond as a system, or in other words,' get the whole system into the room.'"

Which means institutions, groups, and people need to work together. "By engaging a cross-functional, cross-hierarchical sample of individuals and organizations interested in a particular 'mega-mess', a representation of the whole system was brought into the room. In a process designed to take advantage of the understanding of group dynamics, the people involved in a future search re-create the past, analyze the present and together imagine a better future. Differences are "parked" in favour of working on the "common ground." Action plans allow subgroups to move forward, past the workshop into action. (Social Innovation Lab Guide – WISIR, www.radiusssfu.com)
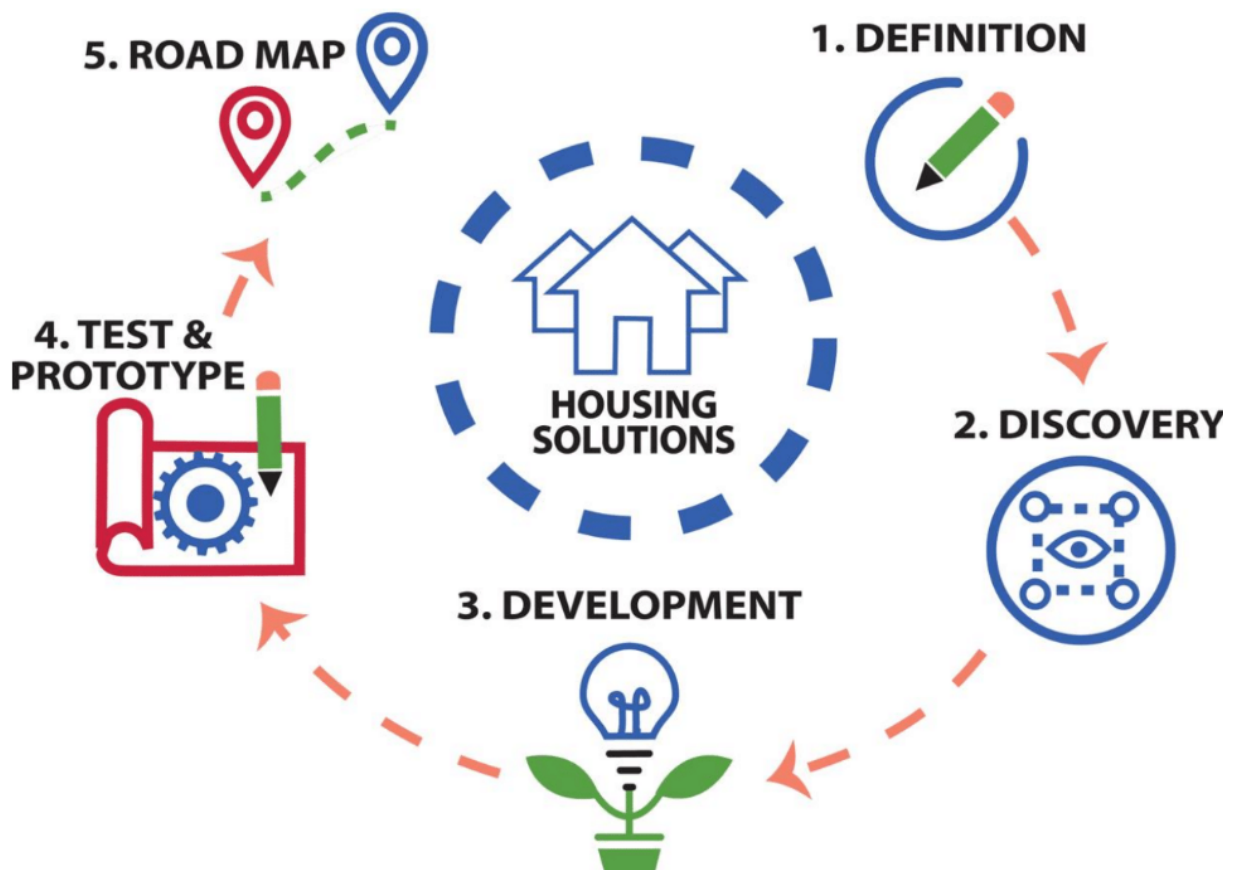
PHASES

PHASE 1: Definition

January – March 2021

The work for this first phase of the Lab was about confirming our partners, developing our teams, and working as a group to define the Lab challenge.

Essential to the work of this Lab was to develop a Lab Stewardship Partners Team of local knowledge and expertise.

As a result, the Team was made up of citizens of New Brunswick. Additionally, of the 12 local partners on the Team, two people had living experience of intellectual disabilities.

Once the New Brunswick Stewardship Partners Team formed, they met to identify barriers and opportunities to developing inclusive housing. Along with the Lab Challenge, the Team decided the Lab Guidelines.

Guiding Principles for the Lab:

- **Include persons with intellectual disabilities and those who support them as co-learners and co-creators.**
- **Respect diversity and work for equity for persons who are marginalized.**
- **Focus on home & belonging.**
- **Take a wholistic approach to accessibility.**
- **Remember that it takes a community to create inclusive housing.**

The Stewardship Partners Team identified the themes below as an initial focus for the next phase of the Lab. These themes represent factors that are both barriers and potential opportunities related to inclusive housing and belonging for persons with intellectual disabilities:

- Income and affordability of housing
- Housing and neighbourhood design and development
- Supports, inclusion, equity and belonging
- Organizational roles, capacity, and collaboration
- The needs and wishes of persons with intellectual disabilities
- Community culture and mindsets about persons with intellectual disabilities

A National Community of Practice was also formed during this phase. Representatives included non-profit housing developers, funders, housing operators, and disabilities organizations. At the National Community of Practice level, the concept of policy change impacting many groups generated a lot of excitement.
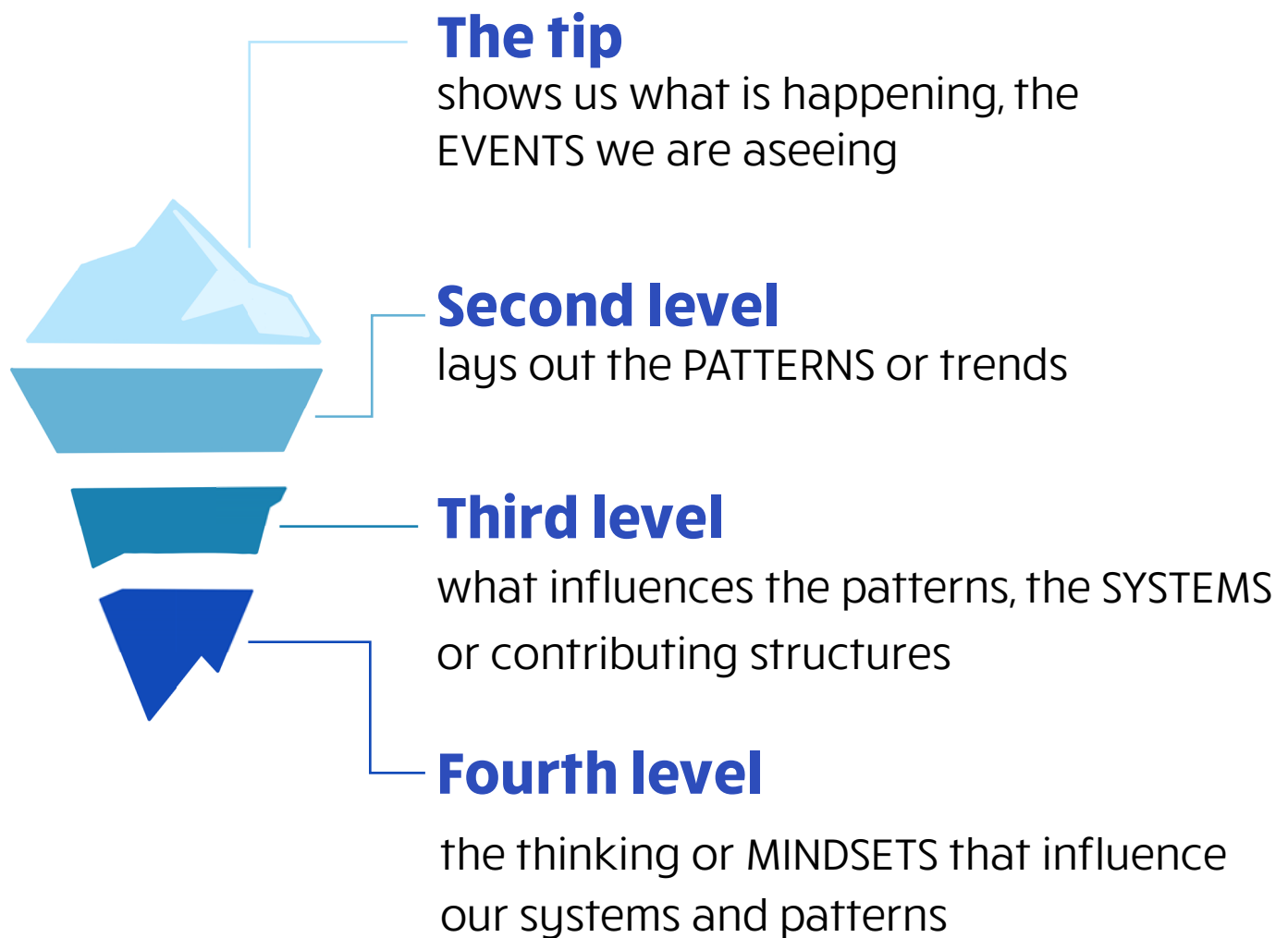
PHASE 2: Discovery

April – August 2021

The purpose of the Discovery Phase was to gain insight, and to understand and learn about the current state of housing and belonging in New Brunswick. Research was done through interviews and focus groups, secondary research, and peer research to about people's lived experience.

The information gathered provided insight into the barriers people face when trying to access inclusive, affordable, appropriate housing, and the barriers to developing innovative models of housing. Additionally, we learned about opportunities for innovation, change and empowerment!

There are barriers to creating inclusive housing. The barriers we uncovered fell into four categories depicted by the four levels of the iceberg:

The tip
shows us what is happening, the EVENTS we are aseeing

Second level
lays out the PATTERNS or trends

Third level
what influences the patterns, the SYSTEMS or contributing structures

Fourth level
the thinking or MINDSETS that influence our systems and patterns

Above the surface, we are seeing various trends related to housing and belonging that seem to be separate issues.

On the housing front, we know that there is

limited affordable housing availability

lack of affordable housing

The average wait time for the **Rent Supplement Program** is
2+ years

"I have the Rent Supplement Program so I only pay $102/ month for rent, but after paying my electric, heat, internet and cable I am still not able to buy food at the end of the month."

Many people with intellectual disabilities live on **Extended Benefits** which average to
$820/ Month

However, rent for a 1 bedroom apartment costs **$701/ month** in St.John and **$815** in Fredricton.

But affordability, while very important, is just one piece of a larger puzzle...

AFFORDABLE HOUSING ≠ **INCLUSIVE HOUSING**

We know that there are other important factors to consider, such as the

lack of appropriate housing

that meets people's needs for support, connection and belonging

For people with disabilities and others, there are **significant gaps in the housing continuum**, with limited inclusive options that don't meet many people's needs.

"We waited **over a year** and when we got the Rent Supplement Program the **only available housing was a group home** which was **not appropriate for my son**."

"My daughter lived out of town but **there was no bus service** so she got quite lonely and **eventually moved home**."

and on top of that, there are also

System Navigation Challenges

There are **limited navigation supports**...

• to **access different forms of support** from the **provincial government**
• to **plan for and transition to independent living** and to access the subsequent support services

"We have one person we talk to for housing, several others for supports and a different place for employment programs. **None of these people talk to each other or seem to know much about each other's services**."

THIS IS WHAT WE ARE SEEING

We know that in general, we are facing an

Aging Population

Many seniors who are getting older **will need inclusive housing to keep living independently** if they choose

Aging Generation of Family Caregivers

Adults with intellectual disabilities are over
2x as likely to

continue **living at home** with parents, increasingly in situations where senior **parents remain their primary support**

Many people with and without disabilities will require different levels of supports to remain and participate in the community.

Current Lack of appropriate, personalized supports

to carry out daily activities or to enable people to live in a home of their choice.

Many adults with intellectual disabilities are placed in nursing homes or other congregate facilities because they cannot access support in the community.

In addition to paid supports, informal social networks are critical for a sense of belonging. However, our society at large is facing a loneliness epidemic and many of us are experiencing

social isolation and a lack of community belonging

which has been exacerbated and highlighted by the COVID pandemic.

29%
of people living in NB have a weak or very weak sense of belonging to their community

Lack of connection with and between neighbours

Lack of unpaid social networks and supports

An emerging trend, as a result, is the growing focus on strengthening relationships and connections between neighbours as a key factor in community resilience
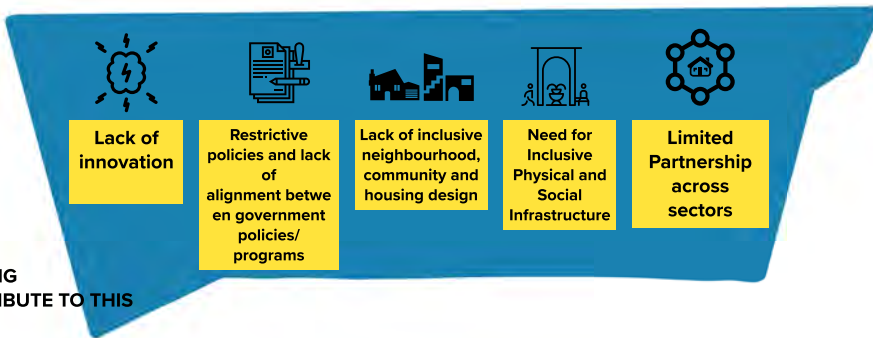
On the housing front, as the New Brunswick real estate market booms and housing prices soar, this creates

Affordable Housing Pressures and Competition for Housing

Demand for affordable housing grows but affordable housing supply is limited, creating a sense that different populations are **competing to be prioritized for available non-market housing**
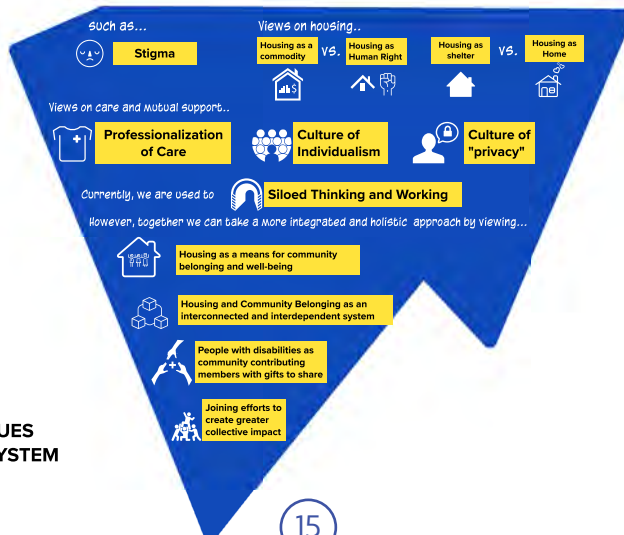
THESE ARE THE PATTERNS THAT ARE CREATING THE EVENTS

Many of these problems related to housing and social connectedness stem from underlying structures and systems, such as...

Lack of innovation

Restrictive policies and lack of alignment between government policies/ programs

Lack of inclusive neighbourhood, community and housing design

Need for Inclusive Physical and Social Infrastructure

Limited Partnership across sectors

THESE ARE THE UNDERLYING STRUCTURES THAT CONTRIBUTE TO THIS

Many of these structures are rooted in deeper mindsets and ways of thinking that have become imbedded with time, culture, and societal norms

such as...

Stigma

Views on housing..

Housing as a commodity vs. **Housing as Human Right**

Housing as shelter vs. **Housing as Home**

Views on care and mutual support..

Professionalization of Care

Culture of Individualism

Culture of "privacy"

Currently, we are used to **Siloed Thinking and Working**

However, together we can take a more integrated and holistic approach by viewing...

Housing as a means for community belonging and well-being

Housing and Community Belonging as an interconnected and interdependent system

People with disabilities as community contributing members with gifts to share

Joining efforts to create greater collective impact

THESE ARE SOME OF THE BELIEFS, VALUES AND MINDSETS THAT UNDERPIN THE SYSTEM

15

There are also many opportunities. The Lab also found a number of "levers" we can pull to make positive change and move forward on inclusive housing initiatives.

Key Leverage Points

Housing Design and Retrofitting
Housing design and retrofitting to support connection and belonging
BECAUSE...
- Physical design of housing and amenities can support or prevent connection

Role of Landlords & Property Managers
Educate, engage and incentivize landlords and property managers as community builders
BECAUSE...
- Landlords and property managers may have unconscious bias, are often "gatekeepers" to access housing and to fostering connection between residents

Increase Resident Diversity
Increase diversity of residents (age, cultures, abilities, income) in existing and new housing communities
BECAUSE...
- This can raises awareness, strengthens relationships s and support true community

Policy Change around Co-Habitation
Social Development income policy restricts people from co-habitating with others who do not have a disability.
BECAUSE...
- This will support people to have choice in who they live with. This may also cause positive ripple effects on affordability, housing waitlists and social connection.

New Funding & Financing Models for Housing
Innovation (and partnerships) is needed to create accessible, sustainable funding sources.
BECAUSE...
- This will result in increased resources and also engage and educate funders about affordable, inclusive housing.

Create Joined Up Government Programs
Align housing, supports, employment and other services for people with disabilities: one person one file.
BECAUSE...
- One stop services put people first and also improve education and efficiency for both service users and Government.

Transportation and Access to Amenities
Strengthening diversity and accessibility of transportation to connect to community and amenities.
BECAUSE...
- Access to amenities, community, social networks and services is imperative for creating belonging and connection.

Cross-sector partnerships
Creating and improving cross-sector partnerships to leverage resources in new ways
BECAUSE...
- there are many existing resources, knowledge and expertise across sectors that can be combined and used in innovate ways to better support and connect community members. This can be between government, community organizations, private sector and more.

Visibility, Voice and Power
Increase voice, visibility and power of persons with disabilities
BECAUSE...
- In order to create more inclusive housing, the voices and perspectives of those affected must be taken into account by decision makers

Social Infrastructure for Community Belonging
Programs, supports & relationships that intentionally foster connections between people
BECAUSE...
- Social connectedness doesn't just happen through physical design

Resident-engaged design
Increase resident involvement in housing and neighbourhood design
BECAUSE...
- More resident involvement and support can leverage resources and reduce bias and stigma to create greater community cohesion.

Need for data
Need for data on people's needs for housing and belonging
BECAUSE...
- in order to innovate and work together, we must first be able to have a complete understanding of what the scope of the problem is and what existing solutions are out there.

PHASE 3: Co-Development

September – October 2021

Bolstered by the data, varied perspectives and inputs, research, and interviews from Phase 2, we hosted a workshop to explore new ideas and co-develop potential solutions with diverse Lab participants.

Invitations were sent to representatives from the three levels of government, community organizations, housing groups (private and not-for-profit), faith-based groups, engaged citizens, persons with disabilities, and family and friends in both Fredericton and Saint John.

While a total 22 ideas were developed under five of the Key Element areas in our Inclusive Housing Model, the NB Stewardship Partners Team was tasked with selecting five ideas to carry on to the prototype phase.

PHASE 4: Test and Prototype

November 2021 – April 2022

It was finally time to test out what we learned! The goal of this phase was to take some of the 22 ideas generated at the Lab Workshop and test them out through a prototyping process.

Five ideas were selected by the Stewardship Partners Team for prototyping. Prototyping teams were formed with Stewardship members and community members with relevant knowledge, experience and/or connections to assist in the process. The teams worked on a variety of methods to test out their ideas including a video, a Lego model, an app, a job description, and an experiential design experience.

A Living Experience Advisory Committee of persons with disabilities formed to provide feedback to the prototype teams on their ideas. Their feedback and insight ensured that the Prototype process produced relevant and realistic outcomes – including scrapping some ideas.

Unexpectedly, having this Committee evolved to be a pilot of one of the Lab's solutions related to increasing the visibility and voice of persons with disabilities. It confirmed that "nothing without us" must be a guiding principle for any other work coming out of this Lab.

Connect developers with vacant accessible units with organizations who may know people needing an accessible unit.

Work with landlords & property managers to increase their awareness and leadership for connections in existing buildings.

Co-living Housing Model (within existing housing stock).

Neighbour connector/ matching program.

Inclusive housing partnership broker and facilitator.

PHASE 5: Roadmap

May – September 2022

Following the outcomes from the Test and Prototype phase, a Roadmap document that serves as an inclusive housing action plan was created.

We hosted an Inclusive Housing Forum on 14th September 2022 where the Lab Roadmap was presented for input from attendees.

The in-person event was attended by 75 people from around New Brunswick representing government, diverse community organizations, living experience, and funders. (A complete list of groups involved over the course of this Lab is available in Appendix A)

New ideas and contributors came forward at the Forum making for a robust action plan on Inclusive Housing in New Brunswick!
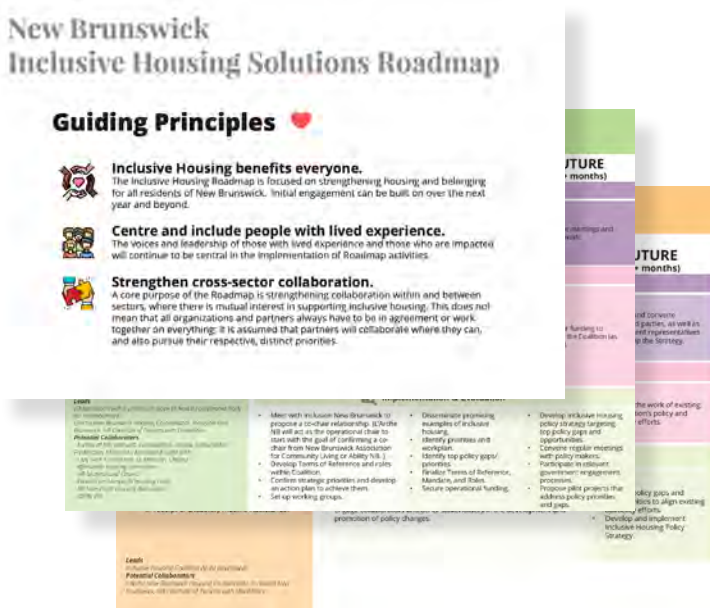
The resulting Roadmap/Action Plan can be found in Appendix B at the end of this report.

Next Steps to Implement the Road Map

There is a lot of interest amongst diverse groups and individuals within the non-profit and community sector, the municipal and provincial governments, developers, persons with experience and their families and friends in seeing movement on Inclusive Housing in New Brunswick. The Roadmap was well received and added to by attendees at the Lab's Inclusive Housing Forum.

A significant demonstration of support for the implementation of the Roadmap in New Brunswick is the funding of an Inclusive Housing Coordinator role by L'Arche Canada.

The L'Arche Housing Coordinator will lead or co-lead certain actions in the Roadmap and provide support to others who are leading or co-leading other actions. Having a paid position to support the implementation of any action plan is essential. It is not uncommon to see programs or committees that struggle to follow through because there is not a person dedicated to keeping activities on track.

While the funding of a Housing Coordinator to support the work of the Roadmap is helpful, the work requires a group approach. The group approach encourages both a variety of perspectives and sustainability as no one party is solely responsible for all the work and its momentum. With this group approach, funding may be required for other work in the Roadmap. It is identified within various action areas in the Roadmap that funding sources for a role, program, or initiative may need to be sourced.

Other Lab Outcomes:

An important aspect of this Lab was not just the final outcome, but our learning along the way. We learned about Inclusive Housing, and we learned from and about the process. This a developmental evaluation (DE) approach. DE allowed us to adjust as we proceeded and to track our reflections.

1 - Engaging people with disabilities as Co-leaders

One the most significant outcomes of the Lab has been the ongoing engagement and leadership of people with lived and living experience. Not only was this important to demonstrate inclusion and address systemic inequities, the participation and leadership of people with disabilities also shifted the discourse in positive, practical ways and reinforced the urgency of the Lab challenge.

We experimented with different structures to best support this engagement and create the space for lived experts to bring their best contributions to the Lab through:

- Leadership on the Lab Stewardship Partners Team
- Peer-led research in the Discovery Phase, and
- A Lived Expert Advisory Group that provided guidance to all the prototype teams
- Adaptations to accessibility and inclusion in Lab workshops

This engagement resulted in increased connections, skills and confidence for Peer Researchers, Stewardship team members, and Advisory Group members as well as increased awareness, empathy and understanding for other Lab participants and partners. Everyone expressed being challenged, heard, and valued regardless of the role they played.

KEY LEARNINGS & INSIGHTS:

- **Engaging people with lived experience in co-designing housing solutions is critical.** This led to better solutions, informed priorities, and elevated commonly excluded voices and perspectives.

- **More inclusive spaces benefit everyone.** The right spaces and relationships allow people with lived experience to contribute their gifts and insights. When people with lived and living experience are invited to claim their seat at the table, the table changes in a positive way for everyone.

- **Inclusion and accessibility require intention and attention.** Some of the key strategies that we found helpful included:

  - Plain language materials
  - Ensuring technology is accessible (e.g., closed captioning on)
  - Meeting with people in advance of large session to help them prepare
  - Leadership skills training (e.g., active listening, giving, and receiving feedback, conducting peer interviews)
  - Having a support person to accompany individuals who may require extra support

- **Inclusion is not "one size fits all."** Different people have different abilities, needs and levels of comfort with engaging in Lab processes. Because of this it is important to have a variety of ways to engage, and to be adaptable and flexible. For example, participation in the Stewardship Partners team was well suited for some people, and others benefitted from engaging differently. The Lived Experience Advisory Committee was a safe space where some lived experts could learn and support each other to engage in the complex ideas and processes of the Lab. Other people engaged more through one-on-one interviews or other processes.

2 - Bringing belonging into housing

The Lab contributed to a broadened framework and definition of "inclusive housing", as well as shifts in how this is understood and now talked about. From the beginning, the project name "At Home in a Neighbourhood Where I Belong" brought people into a new conversation about belonging and connection as central aspects of inclusive housing. There is a changing housing conversation in New Brunswick, and diverse stakeholders including government staff and housing operators are now talking about housing as a means to build community and connections. There is also a new growing awareness that community building needs to be intentionally and pro-actively integrated into housing projects and settings.

KEY LEARNINGS & INSIGHTS:

- **Inclusive Housing is for everyone**. Inclusive housing is a priority for all people, not just for people with disabilities. There is an opportunity moving forward to expand partnerships more intentionally beyond the disability community and engage with other population groups who care about inclusive housing. In particular, partnerships with seniors' and newcomer groups, among others, can strengthen the Inclusive Housing movement.

- **Housing can foster belonging and neighbourliness.** Housing is a powerful tool to contribute to more inclusive, connected, resilient communities. Fostering "Neighbouring" strategies as part of housing is an important opportunity going forward.

- **Inclusive Housing is more than bricks and mortar.** Inclusive housing is a mindset that influences how we use and work with existing housing, develop new housing, plan neighbourhoods and work together with others in our communities.

- **Community and neighbourhood place-based approaches are the right scale for connection & belonging.** Our communities and neighbourhoods are the places where we live and where local organizations are invested and engaged (from lived experts to local governments, developers, and non-profit organizations). The planning and collaboration that is needed to create inclusive housing must be grounded in these local contexts and relationships.

3 - Creating spaces for multi-sector collaboration & learning

One of the key goals of the Solutions Lab was to strengthen multi-sector collaboration and a shared understanding of Inclusive Housing across sectors. Through a wide range of workshops, forums, and a national multi-sector Community of Practice, the Lab demonstrated how to inspire and engage diverse perspectives in sharing, learning from each other and defining innovative solutions. Each of these activities contributed to developing a shared understanding of inclusive housing based on stories of lived experts and lessons from existing innovations. Overall, it strengthened the practice and vision for collaboration around inclusive housing both in New Brunswick and nationally.

KEY LEARNINGS & INSIGHTS:

- **COVID limited opportunities for engagement.** The Lab took place almost entirely during the pandemic, and therefore was carried out almost entirely through virtual engagement until the very end when we held an in-person Inclusive Housing Forum. Participation in the virtual sessions was still high, however, we could have gone "further, faster" and built more momentum through in-person engagement.

- **Engage for diversity from the get-go.** The early engagement of the Lab focused primarily on the Stewardship Partners team. This group brought important insights to the Lab challenge, however, under other circumstances (i.e., when not constrained by the pandemic), we would have kicked off the Lab with in-person engagement with a broader group of stakeholders to build more cross-sectoral relationships, engagement, and momentum from the beginning. In particular, we would place greater emphasis on identifying and building on diverse existing local assets, organizations, and people early on.

- **Build relationships with trusted messengers.** Throughout the Lab, it was challenging to ensure the engagement of certain sectors who represented important perspectives in the system (e.g., landlords, private sector housing organizations.) Building relationships through "trusted messengers" of these and other sectors can support engagement and buy-in. In addition, there is an opportunity moving forward to strengthen the intersectional lens in this work and develop connections with marginalized groups who have been under-represented to date.

- **The Lab strengthened a new way of working.** As the host organization for the Solutions Lab, this initiative provided an opportunity for L'Arche Canada to work in new and different ways to reach out beyond their own communities and collaborate with cross-sectoral partners. Playing the role of convenor has allowed the organization to contribute to fostering inclusion in new expanded spaces.

4 - Identifying shared priorities for action

One of the important outcomes of the Lab has been the development of shared priorities and a Roadmap for action across multiple organizations and sectors in New Brunswick. The Inclusive Housing Forum provided an opportunity for further engagement and an expansion of the initial draft of the Roadmap, identifying new opportunities for "joined up" and mutually reinforcing activities.

At the national level, the National Community of Practice has also identified several shared priorities for ongoing knowledge mobilization and a strategy to implement this over the coming year.

KEY LEARNINGS & INSIGHTS:

- **There is a growing Inclusive Housing movement.** Partners have demonstrated enthusiasm and energy for working together to strengthen an Inclusive Housing movement across New Brunswick and beyond.

- **Partners can play to their strengths and weave together mutually reinforcing activities.** Not everyone needs to do the same thing to contribute, and it is helpful when partners have a deeper understanding of their highest value role they can play. By weaving together a broad range of activities which build on partners strengths and mandates, a more cohesive and comprehensive movement is being built.

- **Working at different scales is important for systems change.** Blending both top-down and bottom-up approaches creates opportunities for deeper systems change. Inclusive housing requires both grassroots engagement, advocacy, and community development, as well as shifts to support enabling policy, mindsets, and cultural norms.

5 - Fostering a culture of learning & experimentation

Overall, the Lab provided a space to experiment, learn together and work in an adaptive, iterative way that was new for many partners. Many times, it felt like we were "building the plane as we were flying it" but through the process, we have increased capacity for experimentation and innovation.

KEY LEARNINGS & INSIGHTS:

- **Trust the process and engage in adaptive learning and action.** For many of us, the Lab process was a new and unfamiliar way of working where we felt uncertain about what was next. Embedding ongoing learning and reflection helped to get more comfortable with convening a process where we did not always know the answer. We learned to get curious, "crowd-source solutions" and experiment to let new and sometimes unexpected solutions and opportunities emerge.

Making the Roadmap Work Outside of New Brunswick:

The good news is that the Roadmap action items are possible to implement outside New Brunswick. Here are some examples:

Mobilizing groups around neighbourly connection

initiatives can be relatively straightforward. Many communities have numerous assets such as programs, services, physical gathering spaces, outdoor/green spaces, service, or community groups, concerned citizens, etc. to support the development of neighbourly connection initiatives. In some cases, the collaborative work may require resources. Funding for a coordinator role is not an excessive expense – some usual costs are a phone line, computer, internet, and salary. The work can be done from one's home, or a local group may offer shared space.

The lower cost of a coordinator role makes this replicable.

There are also free or low-cost resources for getting started on community development, for example, the Tamarack Institute. (www.tamarackcommunity.ca) Sharing information and learning from others are foundational to community development so you'll be off to a great start.

An Inclusive Housing movement is possible

in any community, town, city, province or nationally. From conversations in our Lab, the wide range of stakeholders and people with living experience who attended the Inclusive Housing Forum, and information from other housing groups, we know the interest is there, but the capacity to coordinate the work is the struggle. Identifying someone whose role is the coordination of the work is important. That role might align with someone's current job, or funding might need to be sourced to support hiring.

Building on the resources of our National Community of Practice (CoP).

While we believe in and support community-lead initiatives, we also believe we can learn from others. When there are people, groups, or institutions external to your project group who have information or resources that would benefit the work you are doing, you might consider creating a Community of Practice group.

The CoP is there as a resource, but not as the leader or decision maker for your project. There are ways that CoPs can support local work while also expanding the reach of the project. For example, members of the Lab's CoP are developing webinars related to the impact areas of the Inclusive Housing Framework. These webinars will be recorded and available on the Inclusive Housing website as a public resource.

Nothing without us.

Ensuring that persons with experience are co-creators / co-leaders of a project that is meant to impact them is essential. This aspect of our Lab is replicable and probably the most significant piece of any housing or community work going forward. The approach must be meaningful and respectful.

There are resources available about how to develop a project so that all voices are at the table (or even better – to support a first-voice initiated project.) Examples of inclusive and collaborative work based on geography (neighbourhoods or communities) can be found in the Asset-Based Community Development (ABCD) approach. The Tamarack Institute (www.tamarackcommunity.ca) in Canada has an extensive resource library on community development and ABCD, specifically.

Simon Fraser University's Public Square (www.sfu.ca/publicsquare.html) has developed an online guide titled: Accessibility and Inclusion in Community-Engaged Events. This guide includes very clear information as well as additional resources related to accessibility and inclusion.

Additionally, some best practices related to including persons with experience were developed and researched by the Health and Social Care Alliance in Scotland, UK. Their research project from October 2022 is called, "Engaging people with lived experience: best practice, challenges, and opportunities. (A research study on involving people with lived experience into health and social care policy and decision-making)." (www.alliance-scotland.org.uk)

For our Inclusive Housing Solutions Lab, we were looking at housing inclusivity specifically related to persons with intellectual disabilities. While many of the guidelines listed above are applicable to ensuring the full participation of persons with intellectual disabilities, there can be other considerations.

One approach we used during the Lab included creating our project schedule with extra time so that we could meet with any person with an intellectual disability in the days before the meeting to review the meeting materials – especially when the agenda called for group discussions and responding spontaneously to questions. This meant having the materials for the meeting, including the purpose of the meeting and the key terminology, ready well in advance of any meetings or gatherings.

Additionally, having skilled facilitators for any meetings makes all the difference for full participation. Skilled facilitators will know to give everyone in attendance plenty of time to consider their questions, comments or responses during the meeting, and will call on people who have not spoken much during the session.

The outcomes of this Lab are richer for the people who were involved. On a weekly basis the input of all the Stewardship Team members - which included members with experience, ensured that we were learning and adapting towards useful outcomes for our Inclusive Housing Roadmap.

Conclusion

That people want connection, dignity, respect, and a safe place to live will not be a surprise to anyone reading this report. The outcomes of this Lab are about housing, but they go far beyond the actual walls of any residential structure. Themes of community-building, connecting, and belonging were more important than the latest in architectural design.

We can't overlook that there is a lack of affordable, accessible, inclusive housing in New Brunswick and Canada as a whole, but being creative about future development or revisioning of existing structures is essential. Choice is the ideal we would highlight out of this Lab as an element of our inclusive housing definition.

Our Lab concluded that inclusive housing has six main elements: community access and participation, sociable (built form) design, neighbourly connections and mutual support, resident choice and control over their living space, and diversity of resident income, cultures and abilities. Only one element refers to the physical structure (Sociable Design), where the rest of the elements relate to community, connection, and personal choice. This underlines the how much larger the concept of housing is than just its physical structure.

The work of this Lab is not over. The Lab is over, but it's Roadmap for action outlines the next steps. Individuals and groups already involved in the Lab and new partners are collaborating around the five areas for action: neighbourly connections and mutual support, supportive government policies and programs, increased housing options, inclusive housing partnerships and movement, and housing supports and information.

Stay in Touch!

All are welcome to be part of the Inclusive Housing movement as indeed, it benefits everyone! Keep in touch through the "At Home in A Neighbourhood Where I Belong" website: (https://at-home.larche.ca/) This is an interactive site where you can find information from others and you can share your work or resources. Working together will only strengthen the initiatives we are all taking on.

Appendix A

List of organizations and individuals engaged in and/or participating in Lab activities and events

New Brunswick Stewardship Partners Team

Name	Organization	Role	website
Ken Forrest	City of Fredericton Department of Planning	Department Head	www.fredericton.ca
Sandi McKinnon	Greater Fredericton Social Innovation	Executive Director	www.socialinnovationfredericton.com
Mary Mersereau	L'Arche Fredericton	Board President	www.larchefredericton.org
Kurt Schmidt	L'Arche Fredericton	Community Coordinator	www.larchefredericton.org
Lucia DeMaio	Inclusion New Brunswick	Policy Director	www.nbacl.nb.ca
Zoël Breau	L'Arche Saint John	Community Leader	www.larchesaintjohn.org
Martin Chiasson	L'Arche Saint John	Board member	www.larchesaintjohn.org
Kit Hickey	Housing Alternatives	Executive Director	www.housingalternatives.ca
Rev. Jasmine Chandra	Stone Church	Reverend	www.stonesj.org
Stacey Howe	L'Arche Saint John	person with living experience of intellectual disability (person with experience)	
Shawna Morgan	L'Arche Saint John	Person with experience	
Dan Ritchie	Tamarack Institute	Manager of Cities	www.tamarackcommunity.ca
Jenn Power	L'Arche Atlantic	Regional Leader	www.larche.ca
Lori Vaanholt	L'Arche Canada	Vice Executive Director	www.larche.ca
Fiona Williams	L'Arche Canada	Lab Coordinator	www.larche.ca

National Community of Practice

Name	Organization	Role	website
Giovanni De Benedictis	CMHC	Advisor	www.cmhc-schl.gc.ca
Rebecca Pauls	Planned Lifetime Advocacy Network (PLAN)	Executive Director	www.plan.ca
Murielle Kwendé	Groupe Conseil en Développement de l'Habitation (Groupe CDH)	General Manager	www.groupecdh.com
Rev. Graham Singh	Trinity Centres Foundation	CEO	www.trinitycentres.org
Anne-Marie LeBlanc	Groupe Conseil en Développement de l'Habitation (Groupe CDH)		www.groupecdh.com
Heather Keam	Tamarack Institute	Team Lead / Seniors Manager of Cities, Cities Deepening Community, Vibrant Communities	www.tamarackcommunity.ca
John Guido	L'Arche Canada	Accessibility and Inclusion Coordinator	www.larche.ca
Samuel Ragot	Senior Policy Analyst & Researcher	IRIS Institute for Research and Development on Inclusion and Society	www. irisinstitute.ca
Maura Chestnutt	Catalyst Community Developments Society	VP Strategic Initiatives	www.catalystcommdev.org
Lori Vaanholt	L'Arche Canada	Vice Executive Director	www.larche.ca
Fiona Williams	L'Arche Canada	Lab Coordinator	www.larche.ca

Persons with Experience

Name	Organization	Role
Shawna Morgan	Saint John	NB Stewardship Partners Team, Living Experience Advisory Committee, Inclusive Housing Forum
Stacey Howe	Saint John	NB Stewardship Partners Team
Kaitlyn Long	Saint John	Living Experience Advisory Committee, Inclusive Housing Forum
Teena LeBlanc	Saint John	Living Experience Advisory Committee
Danny Robichaud	Moncton	Living Experience Advisory Committee
Shelley Petit	Fredericton	Inclusive Housing Forum
Veronica	Fredericton	Peer Researcher
Stephane	Saint John	Peer Researcher

Groups and Organizations that Participated in the Lab

Overview of Participating Groups	
Disability Sector Organizations	Autism Resources Miramichi Creative Connections – L'Arche Saint John Fredericton Association for Community Living Inclusion Canada Inclusion New Brunswick L'Arche Canada L'Arche Fredericton L'Arche Saint John OPAL Family Services Open Sky Co-operative
Front-Line Community Organizations	Elizabeth Fry New Brunswick Greener Village Community Food Centre Multicultural Association of Fredericton Multicultural Association of Sussex The Saint John Newcomers Centre Saint John YMCA Newcomers Program
Advocacy and Community Development Organizations	Fetal Alcohol Spectrum Disorders NB NB Coalition for Persons with Disabilities NB Adoption Foundation Saint John Human Development Council

Community Groups	Northside Rotary Club Seniors Roundtable
Housing	Fredericton Non-Profit Housing Association Greater Moncton Homelessness Steering Committee Habitat for Humanity Fredericton Habitat for Humanity Saint John Housing Alternatives Miramichi Housing Solutions Miramichi Regional Housing Authority NB Apartment Owners Association Sackville and Area Housing Saint John Non-Profit Housing
Faith based groups	Stone Church, Pennies and Sparrows, Saint John
Municipal Government	Fredericton Affordable Housing Committee Housing, City of Moncton Mayor, City of Fredericton Miramichi City Councilor Planning Department, City of Fredericton Planning Department, City of Saint John Social Inclusion, City of Fredericton
Provincial Government	Commission de services régionaux Nord-Ouest Department of Social Development: · Client Experience Office · Disability Support Program · Housing · Education Green Party Leader Horizon Health Justice and Public Safety Minister of Social Development Premier's Council on Disabilities Stan Cassidy Centre for Rehabilitation
Federal Government	Canada Mortgage and Housing Corporation
Indigenous Communities	Eel River Bar First Nation
Consultants	O Strategies Silvermark All In Hangeh Project:Village Shift

L'ARCHE® canada

3958, rue Dandurand,
Montréal (Québec) H1X 1P7
larche.ca

New Brunswick Inclusive Housing Solutions Roadmap

Guiding Principles ❤️

Inclusive Housing benefits everyone.
The Inclusive Housing Roadmap is focused on strengthening housing and belonging for all residents of New Brunswick. Initial engagement can be built on over the next year and beyond.

Centre and include people with lived experience.
The voices and leadership of those with lived experience and those who are impacted will continue to be central in the implementation of Roadmap activities.

Strengthen cross-sector collaboration.
A core purpose of the Roadmap is strengthening collaboration within and between sectors, where there is mutual interest in supporting inclusive housing. This does not mean that all organizations and partners always have to be in agreement or work together on everything; it is assumed that partners will collaborate where they can, and also pursue their respective, distinct priorities.

Inclusive Housing Partnerships and Movement Building

PRIORITY ACTION

Establish a **Provincial Inclusive Housing Partners Table or Coalition** for the purpose of aligning and co-creating policies, programs and innovations between the Government of New Brunswick and other provincial stakeholders.

Leads
(Organization with a provincial scope to lead a coordinated body for collaboration)
L'Arche New Brunswick Housing Co-ordinator, Inclusion New Brunswick, NB Coalition of Persons with Disabilities
Potential Collaborators
- 8 cities of NB: Bathurst, Campbellton, Dieppe, Edmundston, Fredericton, Miramichi, Moncton & Saint John
- Civic Tech Fredericton, SJ, Moncton, Chaleur
- Affordable housing committees
- NB Multicultural Council
- Fredericton Nonprofit Housing Corp
- NB Non-Profit Housing Association
- Ability NB

	NOW (1-6 months)	LATER (6-12 months)	FUTURE (12+ months)
Partners & Collaboration	• Build on existing learning and continue planning. • Identify and invite potential intersectional partners. • Look for opportunities to broaden partnerships & leadership beyond disability sector.	• Continue to connect with persons with disabilities, groups, and governments, locally, provincially, and nationally for input.	• Continue meetings and related work.
Resources	• Confirm funding through L'Arche Canada for Housing Coordinator to support the work of this Coalition. • Access resources to enable L'Arche Fredericton to move forward with housing and neighbouring supports. • Zoom meeting supports through Greater Fredericton Social Innovation. • IT/tech support via Civic Tech. • HIFIS4 (Homeless individuals and families information system).	• Review funding model, research what is needed for sustainability.	• Apply for funding to support the Coalition (as needed).
Implementation & Evaluation	• Meet with Inclusion New Brunswick to propose a co-chair relationship. (L'Arche NB will act as the operational chair to start with the goal of confirming a co-chair from New Brunswick Association for Community Living or Ability NB.) • Develop Terms of Reference and roles within Coalition. • Confirm strategic priorities and develop an action plan to achieve them. • Set up working groups.	• Disseminate promising examples of inclusive housing. • Identify priorities and workplan. • Identify top policy gaps/ priorities. • Finalize Terms of Reference, Mandate, and Roles. • Secure operational funding.	• Develop Inclusive Housing policy strategy targeting top policy gaps and opportunities. • Convene regular meetings with policy makers. • Participate in relevant government engagement processes. • Propose pilot projects that address policy priorities and gaps.

Inclusive Housing Partnerships and Movement Building

PRIORITY ACTION

Establish a **Municipal-level Inclusive Housing Partnership Facilitator** with the City of Fredericton. Evaluate and explore ways to replicate this role in other communities (including Saint John).

Leads
City of Fredericton, L'Arche New Brunswick Housing Co-ordinator
Potential Collaborators
NB Coalition of Persons with Disabilities, Inclusion NB, Ability NB

	NOW (1-6 months)	**LATER** (6-12 months)	**FUTURE** (12+ months)
Partners & Collaboration			
	• Explore interest with City of Fredericton and others once L'Arche Housing Co-ordinator is in place.	• Form City of Fredericton Inclusive Housing Working Group to support the Facilitator's work and focus.	
Resources			
	• Develop a plan to resource this role (apply for funding, or propose use of budgets). • Propose funding during City budget planning.	• Develop a plan to resource this role (apply for funding, or propose use of budgets).	• Develop sustainability plan to sustain this role.
Implementation & Evaluation			
	• Develop role description with other interested parties. • Align role and work with City of Fredericton's Affordable Housing Strategy.	• Meet with local organizations, relevant City and Provincial departments, and developers to raise awareness about Inclusive Housing. (Facilitator)	• Ongoing – Connect parties interested in developing and supporting inclusive housing projects.

Supportive Government Policy and Programs

PRIORITY ACTION

Create a Municipal-level, cross sector and multipopulation **Inclusive Housing Working Group** as a working group of the existing City of Fredericton Affordable Housing Committee. Evaluate and explore ways to replicate in other communities.

Leads
City of Fredericton, L'Arche New Brunswick Housing Co-ordinator, L'Arche Fredericton, Inclusion NB
Potential Collaborators
Multicultural Association of Fredericton, Age-Friendly Committee, Inclusion NB, Ability NB, Fredericton Non-Profit Housing, people with lived experience.

	NOW (1-6 months)	**LATER** (6-12 months)	**FUTURE** (12+ months)
Partners & Collaboration	• Draft a description and proposal for City of Fredericton Mayor and staff (L'Arche NB).	• Confirm Co-Chairs. • Form working group. • Recruit committee members. • Ensure not to duplicate the City of Fredericton Affordable Housing Committee membership. • Involve more people with lived experience.	
Resources	• Develop Terms of Reference based on the City's Affordable Housing Committee and other Municipal working groups. • My Home My Community "Five Pillars of Inclusive Housing Model".	• Determine the resources needed to keep the working group in place.	• Investigate funding to develop informational resources with best practices, guidelines, and operational procedures to be shared with other municipalities for the development of Inclusive Housing Committees around the province.
Implementation & Evaluation	• Develop an agreement with City of Fredericton to pilot. • Convene first meeting November 2022, establish meeting schedule. • Focus on affordability: confirm a definition of "affordable housing": 30% of income.	• Establish Working Group goals.	• Implement Working Group goals and initiatives. • Develop resources to share with other municipalities.

Supportive Government Policy and Programs

Develop an **Inclusive Housing Policy Strategy** targeting (provincial) policy gaps and opportunities to align and focus existing advocacy efforts.
(*A task of the proposed Provincial Inclusive Housing Coalition.)

Immediate Priority: Develop a provincial, multi-stakeholder call to action requesting GNB to change current policies restricting co-habitation of persons in receipt of Disability Income Assistance.

Leads
Inclusive Housing Coalition (to be developed)
Potential Collaborators
L'Arche New Brunswick Housing Co-ordinator, Inclusion New Brunswick, NB Coalition of Persons with Disabilities

	NOW (1-6 months)	**LATER** (6-12 months)	**FUTURE** (12+ months)
Partners & Collaboration	• Form a working group to lead on co-creating a call to action on this issue.		• Identify and convene interested parties, as well as government representatives to develop the Strategy.
Resources	• Consider what supports the working group will need.		• Build on the work of existing organization's policy and advocacy efforts.
Implementation & Evaluation	• Engage collaborators and other stakeholders in the development and promotion of policy changes.		• Identify policy gaps and opportunities to align existing advocacy efforts. • Develop and implement Inclusive Housing Policy Strategy.

Housing Supports and Information

Ensure individual Housing Planning and Navigation Supports for everyone with intellectual disabilities who wants them.

To achieve this:
- Support the design and testing of a new intake process at the provincial Social Development department.
- Explore and test additional ways to deliver personal supports for housing planning and navigation to everyone who want them.

Leads
Horizon Health Regional Community Developers, All In Agency

Potential Collaborators
Finance and Treasury Board, Social Development, L'Arche, Inclusion NB, people with lived experience, community partners

	NOW (1-6 months)	LATER (6-12 months)	FUTURE (12+ months)
Partners & Collaboration			
	• Communicate with and secure participation of Social Development. (Heather Chase) • Communicate with community. (Horizon Health Regional Community Developers) • Advise on analysis. (Jules Maitland)		
Resources			
	• Some staffing and data is available from Horizon Health Community Developers. • Additional funding is needed to support engagement of those with lived experience (including transportation, childcare, and adaptive technology). • Develop funding proposal in partnership with Social Development	• Seek funding to support this work.	
Implementation & Evaluation			

	• Re-engage with Social Development to co-design an improved intake process that is user friendly.
	• Validate redesigned process with equity-deserving populations (eg. people with disabilities and seniors).
		• Develop a database of supports and services including GNB.
		• Share information on revised process with networks.
		• Validate the process.
		  • Design test
		  • Identify priority pops
		  • Analysis
		  • Refine design
		  • Retest if needed
		  • Run next pilot
		  • Evaluation
		    • Person
		    • System
		• Engage in ongoing communication at each step.
			• Validate redesign process
			• Keep focus on people across equity – deserving populations.
			• Promote the new process
			• Provide feedback and support for ongoing revisions to intake processes and navigation supports.

Housing Supports and Information

Create **Fredericton Resource Directory** on available supports and housing options.

Leads
L'Arche, OPAL Family Services
Potential Collaborators
Seniors centers (e.g. third age centre), Multicultural Association of Fredericton, Schools/Universities (NBCC, UNB, STU, & high schools), Department of Social Development, Settlement agencies, Inclusion NB

	NOW (1-6 months)	**LATER** (6-12 months)	**FUTURE** (12+ months)
Partners & Collaboration	• Meet with others who have or could use a resource directory to identify assets and gaps.		
Resources	• Inclusion NB support and information to families through online modules. • Build on other databases or existing resources including the Social Development resource information.	• Apply for Student Employment Summer Grants.	
Implementation & Evaluation	• Educate by way of a list or directory of resources for inclusive housing planning and navigation. Make it available widely but especially to aging parents.	• Put together a role description for a student/ intern to put together the resources (summer grant student).	

Increased Inclusive Housing Supply

Continue **Feasability and Planning for a Co-Living Pilot** in Saint John

NOW
(1-6 months)

LATER
(6-12 months)

FUTURE
(12+ months)

Partners & Collaboration

NOW	LATER	FUTURE
• Identify partners interested in collaborating in Feasibility Planning.	• Convene partners to form project Working Group. • Identify partners interested in Co-Living implementation. • Establish TOR or MOU amongst partners prior to co-living move-in.	• Working Group meetings continue on a schedule for project implementation and first year.

Resources

NOW	LATER	FUTURE
• Apply for seed funding to conduct Feasibility Planning.	• Research funding models for future implementation and seek resources for implementation.	• Confirm funding.

Implementation & Evaluation

NOW	LATER	FUTURE
• Convene partners to develop project scope and concept.	• Research Co-Living models. • Develop Feasibility Plan and share with relevant stakeholders and partners. • Establish project lead(s).	• Begin project implementation. • Provision of support and/or coordination around co-living. • Implement evaluations.

Leads
L'Arche New Brunswick Housing Co-ordinator, L'Arche Saint John
Potential Collaborators
To be determined

Increased Inclusive Housing Supply

PRIORITY ACTION

Increase access to existing accessible units by providing developers with contacts for non-profits who serve populations who need these units.

Leads
City of Fredericton, Greater Fredericton Social Innovation
Potential Collaborators
Fredericton Apartment Owners Association, NB Coalition of Persons with Disabilities

	NOW **(1-6 months)**	**LATER** **(6-12 months)**	**FUTURE** **(12+ months)**
🏅 **Partners & Collaboration**			
	• Increase awareness about the contact list among relevant non-profits and find ways that they can connect with developers about available accessible units.	• Present to City of Fredericton's Affordable Housing Committee.	
🏠 **Resources**			
	• Formalize management of contact list including promotion and updates.		
🔍 **Implementation & Evaluation**			
	• Create mail-out or email for relevant non-profits.	• Update and promote contact list.	

Increased Inclusive Housing Supply

Develop an **Inclusive Housing Pilot** between an NGO and interested housing developer/operator in Fredericton.

Leads
Inclusion Fredericton and L'Arche Fredericton
Potential Collaborators
Developers TBD

	NOW (1-6 months)	**LATER** (6-12 months)	**FUTURE** (12+ months)
Partners & Collaboration	• Confirm partnership between convening lead organizations. • Identify potential developer and housing provider partners. • Identify other relevant partners.	• Develop partnerships with interested housing developer(s).	• Formalize developer partnership and project details.
Resources	• Assist in convening the initial discussions (L'Arche Housing Coordinator).	• Seek project seed funding.	• GNB Affordable Rental Housing Program (construction grants and subsidies.)
Implementation & Evaluation	• Establish TOR / MOU between lead organizations.	• Develop project concept with partners.	• Develop workplan and implement pilot project. • Evaluate pilot project.

Increased Inclusive Housing Supply

Engage and educate developers
about Inclusive Housing

Leads for initial tasks and then scoping next steps
Miramichi Regional Housing Authority, SJ Nonprofit Housing,
Inclusion NB, Fredericton NP Housing Association
Potential Collaborators
To be determined

	NOW (1-6 months)	LATER (6-12 months)	FUTURE (12+ months)
Partners & Collaboration			
	• Reach out to NB Nonprofit Housing and explore opportunities to engage their members (SJ Nonprofit Housing, Narinder Singh)	• Engage with NB Nonprofit Housing and/or members continued.	
Resources			
	• NB Nonprofit Housing Association • Others to be determined.		
Implementation & Evaluation			
	• Develop or use existing materials to explain Inclusive Housing and the benefits for developers (see My Home My Community for an example). • See Partnerships above.	• Connect with developers to identify needs and opportunities. (Justin Forbes, Miramichi Regional Housing Authority) • Identify community partners to partner with and share inclusive practices. (Mattieu Rouleau) • Continue to advocate to different groups. (Social Development Housing – Tabatha Bois, Inclusion NB) • Advocate for universal design and disseminate accessible/ universal guides for developers on building inclusivity. (Randall Levitt, Fredericton Nonprofit Housing Association)	

Neighbourly Connections and Mutual Support

Develop partnerships and implement a **Neighbourly Connections Pilot** within one or more buildings or housing developments.

Leads
L'Arche New Brunswick Housing Co-ordinator, Tamarack Institute
Potential Collaborators
NB Apartment Owners Association

	NOW (1-6 months)	LATER (6-12 months)	FUTURE (12+ months)
Partners & Collaboration	• Establish project plan. • Meet with landlords (FR and SJ) who have mixed market buildings to find one who will support a pilot.	• Develop partnership agreement with interested landlord(s).	• Support landlords, property management staff and/or residents to begin neighbourly connections activities.
Resources	• Research funding in Saint John or Fredericton.	• Secure funding for pilot program.	
Implementation & Evaluation	• Review tools and resources for a pilot program. • Begin outreach to landlords.	• Develop guidelines and policies for the pilot program. • Create information package for tenants in the chosen building.	• Implement and evaluate pilot program.

Neighbourly Connections and Mutual Support

PRIORITY ACTION

Implement and evaluate **Neighbourly Connections Programming** in the Saint John Supported Independent Living Project

Leads
L'Arche Saint John, Saint John Nonprofit Housing
Potential Collaborators
Government of New Brunswick Social Development, Inclusion SJ

	NOW (1-6 months)	**LATER** (6-12 months)	**FUTURE** (12+ months)
Partners & Collaboration			
	• Convene Supported independent Living (SIL) Program Partners committee.	• Continue Committee Meetings.	• Bring on other partners as needed (as per evaluation outcomes).
Resources			
	• 2.5 year pilot funding agreement signed with GNB Social Development for outreach to 4 SIL in one building and 20 more people in the community.		
Implementation & Evaluation			
	• Develop an overview of planned services and activities (L'Arche Saint John Supported Independent Living Coordinator). • Develop evaluation methods and timelines prior to move-in based on GNB Social Development requirements. • Conduct interviews or surveys with Supported Independent Living tenants prior to move-in.	• Establish program policies and guidelines prior to move-in dates. • Conduct activities open to all neighbours in the building. • Conduct evaluation surveys or interviews.	• Complete an evaluation report one year after first Supported Independent Living move-ins. • Continuously evolve or adapt programs based on feedback from Supported Independent Living tenants and neighbours in the building.

Neighbourly Connections and Mutual Support

Recruit and train Community Connectors in rural areas of New Brunswick.

Leads
Regional Resiliency Co-ordinators/Program
Potential Collaborators
Local Governments and Emergency Management Teams

	NOW (1-6 months)	**LATER** (6-12 months)	**FUTURE** (12+ months)
Partners & Collaboration	• Engage people in Regional Resiliency Tables across the province.	• Conduct regular meetings of Regional Resiliency Tables across the province.	• Conduct regular meetings of Regional Resiliency Tables across the province.
Resources		• Annual budget available for grassroots priorities of Regional Resiliency Tables.	
Implementation & Evaluation	• Confirm social connectedness priorities within different regions.	• Identify Community Connectors in Rural Areas. • Support Connectors to reach out to their neighbours.	• Continue to support Connectors to reach out to their neighbours. • Evaluate pilot program results.

Neighbourly Connections and Mutual Support

PRIORITY ACTION

Engage residents (with developmental disabilities and women with criminal records) **with neighbours to build awareness and mutual support.**

Leads
Elizabeth Fry Society and L'Arche Saint John
Potential Collaborators
Business community, greater community at large, local gardeners

	NOW (1-6 months)	**LATER** (6-12 months)	**FUTURE** (12+ months)
Partners & Collaboration	• Develop collaboration between two different organizations/populations who can both benefit from increased belonging in their community. • Work together to develop engagement activities and learn what works.	• Partner with Community garden in North End. • Invite partnerships in the Saint John community (e.g.. businesses in the North End).	
Resources	• L'Arche Supported Independent Living Coordinator (to organize the photo exhibit as part of outreach). • Business and other contacts and supporters to be engaged to host or support photo exhibit (Elizabeth Fry).	• Gardening experience (L'Arche residents). • Access to a lot to turn into a community garden (Elizabeth Fry). • Local stores in the North End.	
Implementation & Evaluation	• A Photo exhibit around the theme of "What is Home to Me" is already underway within LArche. This will launch the engagement and start the conversation in the community. • Both organizations will secure hosts and locations and promote the exhibit.	• Work together to be co-hosts of the garden project. (Prepare vacant lot for community garden.) • Host neighbour Meet and Greet around the vacant lot and garden project. • Organize work bees.	• Develop garden and evaluate the engagement activities and impacts.

Neighbourly Connections and Mutual Support

PRIORITY ACTION

Connect Youth and Seniors in Fredericton by integrating an intergenerational focus into the Greener Village and L'Arche cooking skills program.

Leads
Greener Village, L'Arche
Potential Collaborators
To be determined

	NOW (1-6 months)	LATER (6-12 months)	FUTURE (12+ months)
Partners & Collaboration			
	• Engage the current iGenNB representatives to adapt their model. • Potentially: seniors groups, Opal, Inclusion NB, L'Arche Fredericton. • Support collaboration among groups to reduce dependency on funding and strengthen mutually beneficial relationships.	• Establish a partners MOU around the pilot.	
Resources			
	• Program curriculum, equipment, expertise. (Greener Village) • Explore pilot funding from United Way and Fredericton Community Foundation.		
Implementation & Evaluation			
	• Meet with iGenNB to get information about their intergenerational work. • Develop a proposal for a new inter-generational pilot that will support relationships between youth and seniors in the program.	• Implement and evaluate the inter-generational pilot.	• Establish sustainable model then scale.