

Prince Rupert Binder

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Each community needs to identify 2 or 3 Licensed Early Childhood Educators who will participate in your community project and attend the Leadership Scheduled Events.

Participant #1Name Emily MlleczoPhone number 250- [redacted]Address [redacted]City Prince Rupert Postal Code [redacted]E-mail address [redacted]ECE License Number [redacted]**Participant #2**Name Katie WahlPhone number [redacted]Address [redacted]City Prince Rupert Postal Code [redacted]E-mail address [redacted]ECE License Number [redacted]**Participant #3**Name Duane JacksonPhone number [redacted]Address [redacted]City Prince Rupert Postal Code [redacted]E-mail address [redacted]ECE License Number [redacted]*has completed ECE - not licensed yet*

It's up to you to define the community in which you will undertake your project. It can be a large or small geographic community, a community of practice, an Aboriginal community, a cultural community or a self-defined community.

Please name and describe the community you have defined for this project.

Prince Rupert**Northwest****Rural Multicultural community with a focus on high aboriginal population**

EMILY
KATIE DUANE

The Leadership Initiative is about supporting an ECE culture of leadership - so that ECEs have the confidence to take our ways of knowing and doing out the door of our practice to the larger community.

Please share your motivations for being involved in this leadership program.

Our community has been open in the past to find innovative ways to support our young children. We were supported during the Code Blue tour by many vested and nonvested members of our community. Since that time of energy there hasn't been as much focus of Early Childhood Educators at the local government level. With renewed enthusiasm and education we feel our city could be a leader in adopting policies that focus on the well being of our community.

We all feel that our chosen profession is the foundation for children's lives, not only to support them in school but into adulthood. Our general society still is unaware of this importance and we feel we are able to communicate this to them with guidance and support.

Each Community of Innovation Team will work on a project or initiative that affirms and strengthens ECE leadership in your community. Your idea doesn't have to be all figured out. The Leadership Initiative will help you develop your plan.

Please briefly describe your project. How will it build ECE leadership capacity? How will it help increase public understanding of ECEs work? What community groups will you work with or reach out to? What outcome do you hope for?

Our number one goal is to have Prince Rupert declare itself a Child Friendly community and integrate child friendly policies into its community plan.

We will do this by:

- a) Present idea and theory to an open City Hall meeting.
- b) Provide city councillors with appropriate education and materials on the importance of Early Childhood Development and Education. This will support them to make sound decisions in developing policies that will make Prince Rupert a child friendly community.
- c) Work beside key players in the decision making process when developing policies.

The community groups we will work with are: Prince Rupert City Hall, Mayor, Councillors, and City Administrator. We will also seek other interested people, agencies and groups such as the Child Care Resource and Referral, our local ECEBC branch, and other related professionals.

As an outcome we would like to see Prince Rupert become a child friendly community. We would be diligent in documenting the process to get to the final results. In return we would use this documentation to share with other communities so they could use this framework to develop their own child friendly policies.

The leadership Initiative will provide financial support for 2 or 3 licensed ECEs to attend the Leadership Scheduled Events in 2009. We will cover all financial costs – including replacing you on the floor.

Leadership Scheduled Events for 2009

Event	Leadership Institute	University of Victoria Summer Institute	Fall 2009 meeting
Dates	January 28 to February 1, 2009	May 24 to 26, 2009	To be announced

☒ Yes, the same 2 or 3 participants from our Community Team will attend these events on our behalf.

The Leadership Initiative will also provide funds to support your project in your community. The exact amounts will depend on the needs of each community and our financial ability, but we anticipate financial support in the range of \$5,000.00 - \$10,000.00 per community. You will need to identify a registered, charitable society that is prepared to receive and administer these funds.

Please provide the following information about your sponsoring society

Organization Name Prince Rupert Association for Community Living

Charitable tax number _____

Mailing Address _____

City Prince Rupert Province BC Postal Code _____

Contact Name _____ Position President BOD

Contact Phone Number 250 6 Email _____

Contact Person Signature _____ Date November 17/08

Please indicate whether a contribution of up to \$10,000 is enough for you to get started and make progress on your project. yes

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Please think about the abilities that will help your team find and nurture your leadership gifts. Here are a few ideas to get you started but please add your own.

- ☐ Personal confidence & assertiveness building,
- ☒ Framing the message
- ☐ Defining professional identity
- ☐ Gendered perceptions of the field
- ☒ The value of childhood (international perspectives)
- ☒ The economic impact of child care

- ☒ Public speaking
- ☒ Marketing/Communications
- ☐ Addressing invisibility of the work
- ☒ Policy, legislation context
- ☐ Community-based research
- ☐ Advocacy plans, strategies & tools

Other things you would like to learn about...

Proposal writings so it looks professional, easy to read and follow -- How to frame key points.

***If you have questions or want to talk about your proposal, call Rita Chudnovsky,
our Leadership Initiative Coordinator at (604) 709-6063 ext.5 or
Toll Free 1-800-797-5602***

ECEBC Leadership Initiative

Community Project Work Plan – February 1 – May 31, 2009

Sponsoring Society's Name Prince George United Way

Community Name Prince Rupert Name of Project Prince Rupert – A Child Friendly Community

Key Contact (From Sponsoring Society)

Name _____ Position _____ Executive Director

E-mail _____ Phone _____

Mailing address _____ City Prince George Postal Code _____

Name of Lead ECE's

1. Duane Jackson 2. Emily Mlieczko 3. Katie Wahl

Project Description (1 paragraph that affirms or refines the 1 sentence project description from the ECEBC website and adds a bit more detail)

A project to support the leadership capacity of Early Childhood Educators by working to have Prince Rupert declare itself a Child Friendly community and integrate child friendly policies into its community plan. We hope to work side by side with key players in the decision making process when developing policies. As an outcome we will see Prince Rupert become a child friendly community. We anticipate the creation of an Early Child Development advocacy position within City Council. As part of our project we will be developing a package for the business community that would recognizes business for the steps they have taken on becoming a child friendly entity. On November 20th is National Child Day, will be our launch date to commence activities towards our perceived goal.

A year from now, we expect that increased leadership capacity of participating ECEs in our community will be evident through...

More business, our local government and the general community will be aware of their role in supporting children as a distinct society.



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ECEBC Leadership Initiative

Community Project Work Plan – February 1 – May 31, 2009

The 3 or 4 key activities we will focus on from February 1 to May 31/09

KEY ACTIVITIES	WHO	WHEN	PLANNED OUTCOME/RESULT	HOPED FOR LEADERSHIP CAPACITY DEVELOPED
1. Develop and submit Budget and Work Plan to ECEBC.		Before Feb. 28/09	Cheque from VanCity Community Foundation and contract to sponsoring society by March 15.	
2. Meet and discuss with Trevor Williams regarding the Leadership project ideas.		Before Feb. 16/09	Develop budget/work plan Submit budget/work plan	
3. Meet with Janet Mirau	Duane, Emily and Katie	March 2009	Develop project description and key ideas to outline.	Clear, concise objectives
4. Set dates to meet other key members and council	Duane, Emily and Katie	April/May 2009	To prepare for City Council meeting	



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ECEBC Leadership Initiative

Community Project Work Plan #2 – June 1 – Dec. 31, 2009

Sponsoring Society's Name Prince George United Way

Community Name Prince Rupert Name of Project Prince Rupert – A Child Friendly Community

Key Contact (From Sponsoring Society)

Name _____ Position _____

E-mail _____ Phone _____

Mailing address _____ City _____ Postal Code _____

Name of Lead ECE's

1. Duane Jackson 2. Emily Mlieczko 3. Katie Wahl

Project Updated Description (1 paragraph that **updates** the short project description you initially submitted)

A meeting has been set to meet with City council member and city staff employee. Developed relationship with Northern Savings Credit Union to help develop

Child Friendly Community packages.

Based on our work to day, we NOW expect that increased leadership capacity of participating ECEs in our community will be evident through...

By having the City of Prince Rupert commit a council and staff member to work as a team on this project. To have the ECE community sit on non traditional tables where decisions are made that will impact children and their families.



ECEBC Leadership Initiative

Community Project Work Plan #2 – June 1 – Dec. 31, 2009

The 3 or 4 key activities we will focus on from June 1 to Dec. 31/09

KEY ACTIVITIES	WHO	WHEN	PLANNED OUTCOME/RESULT	HOPED FOR LEADERSHIP CAPACITY DEVELOPED
1. Meet with city council member and city staff member	Duane, Emily and Katie	June	Map partnership between the city and us	Being a part of the team that develops policy and procedure
2. City to finalize commitment		September	Public support of this project	City and leadership group to make a public statement to endorse Prince Rupert A Child Friendly Community
3. Community commitment Early Childhood Educators		September	Awareness of the project and community support	Unity of groups in our community
4. Packages for Businesses Meeting with businesses	Credit Union Duane, Emily and Katie	October	To have Child Friendly Community packages for very business in Prince Rupert	Packages based on Early Childhood Educators philosophy
5. Kick off date		November	To bring the community together to celebrate the project	ECE community will rally around leadership project
6. Totem Pole Raising	Duane	2010		ECE community will ensure the culture of the community is represented and respected

ECEBC Leadership Initiative

Community Project Work Plan #3 – Jan. 1 – June 30, 2010

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Sponsoring Society's Name _____ Prince George United Way _____

Community Name _____ Prince Rupert _____ Name of Project _____ Prince Rupert – A Child Friendly Community _____

Key Contact (From Sponsoring Society)

Name _____ Position _____

E-mail _____ Phone _____

Mailing address _____ City _____ Postal Code _____

Name of Lead ECE's

1. _____ Duane Jackson _____ 2. _____ Emily Mlieczko _____ 3. _____ Katie Wahl _____

Project Updated Description (1 paragraph that **updates** the short project description you initially submitted)

Developed relationship with Northern Savings Credit Union to help continue on the project. Supporting the Chamber of Commerce with criteria for the Child Friendly Business awards.

Based on our work to day, we NOW expect that increased leadership capacity of participating ECEs in our community will be evident through...

By having the City of Prince Rupert commit a council and staff member to work as a team on this project. To have the ECE community sit on non traditional tables where decisions are made that will impact children and their families.

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Community Project Work Plan #3 – Jan. 1 – June 30, 2010

The 3 or 4 key activities we will focus on from Jan. 1 to June 30/10



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KEY ACTIVITIES	WHO	WHEN	PLANNED OUTCOME/RESULT	HOPED FOR LEADERSHIP CAPACITY DEVELOPED
1. Grant writing for Child sized Totem Pole	Duane	Start in September 2009	To secure funding for the Totem Pole. To begin the carving of the Totem Pole in September 2010.	Development of a municipal/regional symbol to bring out the importance of early childhood educators and development.
2. Leadership Kick off date	Duane, Emily and Katie	January 16 th	To have a children's performance at the Lester Centre of the Arts with Alleyoop. Community Dinner / bring a variety of people both vested and non vested in Early Childhood to celebrate the City Proclamation.	
3. Chamber of Commerce Child Friendly business Award	Duane, Emily, Katie and the Chamber of Commerce chair Deb Stava	January	Supported the Chamber to develop criteria for Child Friendly Business Award.	
4. Child Friendly Business Award	Chamber of Commerce	February	Awards announced	

ECEBC Leadership Initiative

Community Project Work Plan #3 – Jan. 1 – June 30, 2010



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5. Northern Savings Credit Union	Duane, Emily and Katie	January to Future	To continue with the project	
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Leadership Initiative
2009 Communities of Innovation
Project Reflection Form #1 (Feb 1 - May 31, 2009)

This Project Reflection Form is designed to let you do two things at once.

1. Complete your first Project Report
2. Prepare to share your Community Project Story at our Leadership Institute on May 22.

Please complete and bring copies of this Form with you for our morning session on May 22. Also bring materials for a 'show and tell' table display about your project and one extra copy of these materials to go along with this report. We will ask you to leave a completed Form and a package of materials with us. If you have any questions – please contact Rita Chudnovsky at . Thanks....

Name of Community Project -Prince Rupert – A Child Friendly Community

Name of Community - Prince Rupert

Sponsoring Society - The United Way of Northern British Columbia

Names of Lead ECEs

1. Emily Mliezcko – Westview Child Care Centre
2. Katie Wahl –Westview Child Care Centre
3. Duane Jackson – Success By 6



As a team, please complete the following statements based on your community experiences over the last 5 months.

1. The key leadership challenge we faced was...
 - Not understanding the process at the City Council meeting.
 - Getting three people together with three different schedules, and three different presentation techniques to work together as one.
 - Not to go too fast, keeping on track of what our initial goals are.
2. The toughest issue, situation or question we faced was....
 - Making a connection on a one-on-one basis with city council members and the mayor
 - Condensing all of the information we had compiled into a 10 minute presentation.
 - The question from Councillor Joy Thorkelson, "How did we expect this to look as we move forward?" made us pause and reflect on our proposal. But we feel that by working with the council as a team we will pave the direction needed to make this a reality.
3. The most helpful lessons from the first Leadership Institute were...
 - Meeting with Vancouver City Councillor Ellen Woodsworth who gave us really good insight and information on how to present to our City Councillors and Mayor. (How to capture their attention).
 - Format of our presentation to make sure we got the key points in during our limited time, frame the message using the inverted triangle.



4. The key leadership success we experienced was ...

- Broader base of knowledge about the issues and statistics regarding our field and we were able to use this in our presentations.
- Through our approach, the information we gathered, and our combined passion for the project, we inspired others to join with us, e.g. being contacted by City Council only a short time after our presentation.



For each of the 3 or 4 key activities outlined in your Feb. 1 – May 31 Work Plan, please complete the following chart.

KEY ACTIVITY	PROGRESS OR RESULTS	LEADERSHIP CAPACITY DEVELOPED
1. Develop and submit Budget and Work Plan to ECEBC.	Work plan and budget submitted. Received signed budget from The United Way of Northern British Columbia.	Worked as a team to develop the budget. Focused on objective and mapped the steps to begin.
2. Meet and discuss with Trevor Williams regarding the Leadership project ideas.	Develop budget and work plan Submit budget and work plan	More than one discussion on how the money was going to be transferred.
3. Meet with Janet Mirau	Develop project description and key ideas to outline. Emily has met with Janet on 3 occasions, two face to face meetings and one telephone meeting. Katie has a meeting with Janet on June 4th	Clear, concise objectives



4. Set dates to meet other key members and council	<p>Prepare for City Council Meeting on April 27th.</p> <p>Spoke to members of council before presentation and have arranged to meet with a councillor in the near future.</p> <p>Met as a group to develop our 10 minute presentation.</p>	<p>An initiative was taken to contact members of the council. Pro-active rather than waiting for them to get back to us.</p> <p>We developed questions for each of us to ask on the one on one phone conversations with City Councillor members.</p>
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Please use this page to add any other comments, reflections, questions or ideas you would like to share about your experiences.

Some things we thought were useful to get to where we are now;

- Develop photo release form to send out to child care centres and community programs for our power point presentation to City Council.
- Using key words like 'champions'
- Putting together extra packages of our presentation for City Council ahead of time and what to include in those packages
- Having part of our presentation available for members of the gallery (at city council meeting) and the press.
- Feedback from City Council members during the question period of our presentation and in days that followed.
- Making connections with Kate Toye of the Credit Union to develop our Child Friendly Community packages.
- Coaching from Janet Mirau on how to structure our vision, support ideas for our next meeting with council, and language to use with city council so they feel that they are a member and part of the team.

Most significant change story

Keynote

My name is Duane Jackson and with me are Emily Mlieczko and Katie Wahl.

We are from Prince Rupert, a fishing community on the West coast of Northern BC that has just celebrated its 100th birthday. Our project was to work with municipal government to have Prince Rupert declared a Child Friendly Community.

Throughout this process many significant changes happened for the three of us. The experience and education we learned through leadership we took into our community. We presented to Rotaries, City Council, School and other Early Childhood Educators.

We were able to showcase the importance of Early Childhood Educators in our Community. We educate at the beginning of a child's life. We teach in the lead.

For all of us we have brought everything we have learned into our work and society. We used key messages to influence change. We have learned that our end goal was really just the beginning. We are also pleased to announce that the municipal government on October 13th, 2009 adopted a proclamation declaring the City of Prince Rupert a Child Friendly Community.

June 22nd, 2010

Emily Mlieczko
Executive Director, ECEBC
2774 East Broadway
Vancouver, BC V5M-1Y8

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Dear Ms. Mlieczko

We are requesting an extension of the remaining funds, \$3509.80, that we received for the 2009 ECEBC Leadership Project. With remaining funds, our hope is to develop a partnership with Success by 6 to facilitate a speaker's series in the fall of 2010. Success by 6 has been very supportive of our Leadership Project over the past year and half.

To continue our goal to engage the community and municipal government around the importance of Early Childhood Care and Education we want to confirm Dr. Paul Kershaw as a potential speaker. We would use our remaining funds to bring him to our Northern region. Dr. Paul Kershaw is from the Human Early Learning Partnership presenting "15 by 15: a comprehensive Policy Framework for Early Human Capital Investment in BC". We feel the message the 15 by 15 report will bring to our community will in turn help us engage the business community and other non-vested parties.

On June 24th, 2010 we will be presenting our idea to the Prince Rupert Success by 6 table of partners. We will continually document our process and include it in the final report.

We look forward to hearing from you regarding this proposal extension.

Sincerely,

Duane Jackson and Katie Wahl

FINAL PROJECT REPORT

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FINAL PROJECT REPORT

JUNE 2010



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Throughout this process many significant changes happened for the three of us. The experience and education we learned through leadership we took into our community. We presented to Rotaries, City Council, School and other Early Childhood Educators.

We were able to showcase the importance of Early Childhood Educators in our Community. We educate at the beginning of a child's life. We teach in the lead.

For all of us we have brought everything we have learned into our work and society. We used key messages to influence change. We have learned that our end goal was really just the beginning.

We are also pleased to announce that the municipal government on October 13th, 2009 adopted a proclamation declaring the City of Prince Rupert a Child Friendly Community.

Sharing your Leadership Capacity

At the May 2010 Leadership Institute participants agreed to share their leadership capacity in their communities and beyond. The group agreed to regular on-line conversations (see chart) and to specific activities they will undertake. Please share your plans...

Activity	Date/Timeline	Responsibility	Hoped for outcome
Participate in on-line message board	July 5 August 5 Sept. 5	<ul style="list-style-type: none">- Tammy to set July topic- Natalie to set Aug. topic- Liz to set Sept. topic- Rita to contact Avi about message board and reminders- Everyone to participate	Staying connected Sharing ideas and developments Connecting with 2010 Leadership participants

ECEBC Leadership Initiative

FINAL PROJECT REPORT

JUNE 2010

Key project activities and events

*Provide a summary of key project activities and events in each of the following 3 time periods.
Include comments about any significant differences between project plans and what actually happened.*

February – May 31, 2009

ECEBC leadership institute

Meeting to discuss and finalize upcoming presentation to City Council

Presentation to City Council on April 27th, 2009

Put together presentation for next Leadership presentation in May

June 1- Dec. 31 2009

Meet with City Council member Kathy Bedard and City staff member Michael Curnes to put together proclamation proposal

City declares Prince Rupert a Child Friendly Community on October 13th, 2009

Prepare for Leadership Presentation in October

Present project to community members, SD#52 and other Early Childhood Educators

ECEBC Leadership Initiative

FINAL PROJECT REPORT

JUNE 2010



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Key project activities and events cont'd.

January 1 – June 30, 2010

Kick off date January 16th to celebrate proclamation. Dinner, guest speakers, child performer Alleyoop
Share Most Significant Change story with Leadership group and present at ECEBC conference
Presentation to Success by 6 to work in partnership on bringing up speakers

Most Significant Change Story

From among all the significant changes you experienced during this leadership project, what was the most significant change of all?

We are from Prince Rupert, a fishing community on the West coast of Northern BC that has just celebrated its 100th birthday. Our project was to work with municipal government to have Prince Rupert declared a Child Friendly Community.

ECEBC Leadership Initiative

FINAL PROJECT REPORT

JUNE 2010



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developing a package for the business_community that would recognizes business for the steps they have taken on becoming a child

friendly entity. On November 20th is National Child Day, will be our launch date to commence activities towards our perceived goal.

January 10, 2012

Emily Mlieczko
Executive Director, ECEBC
2774 East Broadway
Vancouver, BC
V5M - 1Y8

Reg: Final Report for Leadership

First I would like to express a big thank you to ECEBC for allowing me to be part of the 2009 Leadership Cohort. It was a wonderful experience and I learning a lot about myself during the process.

We had and received an extension of funds to bring to Prince Rupert Dr. Paul Kershaw from the Human Early Learning Partnership to present "15 by 15; a comprehensive Policy Framework for Early Human Capital Investment in BC."

There were many lessons learned during the Leadership Cohort and the time when we received the extension of funds. I found that working with a group that you don't normally work with was a challenge. When you are working together with someone and on a project and in the workplace, I found that you have that time together to bounce off ideas. It left the person that you didn't work with not as involved as you would hope.

When we were looking at bringing up Dr. Paul Kershaw to Prince Rupert, there was a partnership developed with an outside group. There were expectations of that outside group to take on a more prominent role during the speaker series. There was a big disappointment that what this group had promised to do didn't get done, and that there was no follow through from them.

Sincerely,

Katie Wahl

Welcoming Children and Families in our Community Spaces and Places



FAMILY FRIENDLY PLACES

- ✓ **FAMILY FRIENDLY INDOOR PLACES:** *Where children and families can participate and feel welcome.*

FAMILY FRIENDLY WORKPLACES

- ✓ **FAMILY FRIENDLY HUMAN RESOURCES PRACTICES:** *Where employers take family situations into consideration and employees have more flexibility to balance work and family life.*



FAMILY FRIENDLY SPACES

- ✓ **FAMILY FRIENDLY PUBLIC OUTDOOR SPACES:** *Where families and children are safer on the street and have safe outdoor play spaces.*

THE UNDERSTANDING THE EARLY YEARS Initiative
is funded by Human Resources and Social Development Canada.
For further information, visit www.hrsdc.gc.ca.

The views expressed in this material are the author's and do not necessarily reflect the opinion of
Human Resources and Social Development Canada or of the Federal Government.

"A project of UNDERSTANDING THE EARLY YEARS—SUNSHINE COAST"
For information about this project or a **FREE** Toolkit with information and checklists to assess how Family Friendly your business or organization is,
contact us at: <http://www.earlyyearscoast.org/>.



Understanding the Early Years
SUNSHINE COAST

prince Rupert

A Child
Friendly Community

Communities of Innovation

Proposal April 2009

"Prince Rupert a Child Friendly Community"

Communities of Innovation

In January 2009, the Early Childhood Educators of British Columbia (ECEBC), which is a provincial organization, brought together a group of leaders in this field. Their main goal was to enable Early Childhood Educators to develop their leadership capacity with the help and financial support of VanCity Community Foundation. There are only 10 communities selected throughout the province involved with innovative projects all geared to foster each community's uniqueness. In Prince Rupert our proposal to make Prince Rupert a Child Friendly Community was accepted unanimously.

We view children as a distinct part of society. They are competent individuals who deserved to be honored. This population has a voice which should be heard and supported.

The benefit to the City of Prince Rupert to become Champions for such a vision is that our city will become a strong leader and role model to other communities in this initiative. Others will look to our community for guidance and suggestions about how to do similar things.

Members of the project

Duane Jackson – Early Childhood Educator and Success by 6 coordinator. Duane is a certified Early Childhood Educator who has 4 years of experience working with children and coaching for 23. A proud member of the Gitanmaax nation out of Hazelton, Duane has lived in Prince Rupert since he was five years old. He is a dedicated coach with many years of volunteer youth coaching in a variety of sports including soccer and basketball.

Emily Mlieczko – Early Childhood Educator and Manager at Westview Child Care Centre. Emily made her home here in Prince Rupert nine years ago. She has been a practicing Early Childhood Educator for 17 years. She has been a strong advocate for children who require extra supports and their families.

Katie Wahl – Early Childhood Educator and Supervisor at Westview Child Care Centre. Katie is born and raised in Prince Rupert. Her passion for the city she has been raised in is evident in her dedication the children and families she supports. She continuously looks for ways to improve her community and is always singing its praises to all she meets.

Rationale

Why is this important to our community? Evidence based research supports the importance of supporting children in their early years. By supporting children we also support families in our community; *it's a win, win situation.*

We want our community to be perceived as inviting to families who are considering moving here. When a family decides to come here it brings more than one person. In return, our community grows and there is larger economic reinvestment to our city.

Our vision is for Prince Rupert to become an inspirational community that other communities to look up to.

Facts

- 90% of a child's brain develops in the first six years of life.
- According to Organization for Economic Co-operation and Development (OECD) research of 15 industrialized nations in the world, Canada places last, even behind the United States; for the amount of money spent on Early Childhood Services
- Human Early Learning Partnership (HELP) report states that Prince Rupert is one of the highest at risk communities in the Province with regards to our young children.
- For every dollar spent on Early Childhood programs there is a \$2 - \$17 return on investment.

Children are healthier

Children receive more education at a younger age

There is less crime

Initiatives

We have been granted a \$10,000 budget to start this partnership.

With this money we will do the following;

1. We are committed to this project for one year to
 - Give our knowledge of Early Childhood Development
 - Help businesses set up as a Child Friendly locations
 - Sit on a Child Friendly Committee in partnership with the City of Prince Rupert
2. Child Friendly Business
 - We will provide a toolkit to community businesses on how to become Child Friendly
 - Speak to Chamber of Commerce with City support
 - Go to local business and industry with City support
 - Talk to other Child Development programs, centers, schools and service clubs with City support
3. Kick off Date
 - Corresponding with National Child Day, November 20th we will provide funds to have a community event
 - Invite a group of children and their families to come and have the tables turned, the children would be the council members and mayor
 - Council members would be present, standing beside the children of our community
 - Media would be present

Motions for consideration

1. Prince Rupert City council will consider each new policy and proposal in the following ways;
 - a) What is the impact for children and their families in the Prince Rupert area?
 - b) If there is an impact, further discussions will take place with the assigned committee.
2. Prince Rupert City Council will partner with an Early Child Development advocate on every policy or proposal that would affect children and their families in the Prince Rupert municipality.
3. Prince Rupert City Council will assign one city councilor and one city staff member to work in partnership with and be champions in developing a "Child Friendly Community". The first meeting of this group will be set by May 30, 2009.
4. Prince Rupert City Council will be key champions of this initiative. The Communities of Innovation team will support this project for the first year and us as a city will continue on from this day forward.

Success by 6 Council of Partners has already put their full support toward this project. They have allocated coordinator time to this end.

The Success by Six Council of Partners members represents a diverse cross section of our community.

They are as follows;

Beth Dimond

Prince Rupert Public Library

Betty Ciccone

The Berry Patch Resource and Referral

Trevor Williams

Executive Director

Prince George United Way

Shirley Duchsher

Infant Development Consultant: PRCES

Terri-Lynne Huddleston

School Board Trustee

Colleen Hermanson

KAPS

Leah Laporte

Axis

Leona Peardon

Infant Development Worker

Friendship House Association

Leigh Murphy

Transition House

Vicki Good

Family Involvement Worker

Cedar Road Aboriginal Head Start

James Brown

Port Edward City Councillor

Kate Toye

Northern Savings Credit Union

Marilyn Bryant

Aboriginal Education: School District 52

Carma Misko

File Manager Northwest Inter-nation Family and Community Services (NIFCS)

Christine Franes

School District 52

Judy Riddell

Administrator The Berry Patch CCRR

John Turner

Northwest Community College

Natasha Dudoward

Zellers

Deborah Gray

Public Health Program Manager for Northern Health

April McLean-Collart

Northwest Metis Association

Karen Wainwright

Guardianship Worker Northwest Inter-nation Family and Community Services (NIFCS)

We believe any programs that supports and embraces our families will bring stability and to our community. We want to residents of Prince Rupert to feel their families are important and valued. We think this initiative will give the City of Prince another opportunity to showcase itself to the rest of the world as being one of the best places to live.

We value the Mayor and City Councilors time and consideration in our application. We look forward in developing strong relationships with you and help to make our community the best there is.

Resources

Organization for Economic Co-operation and development www.oecd.org

Early Learning and Child Care www.ecd-elcc.ca

Human Early Learning Partnership www.earlylearning.ubc.ca

Early Childhood Educators of British Columbia www.ecebc.ca

Gordon Neufeld www.gordonneufeld.com

Office of the Mayor

Proclamation

BE IT KNOWN

To whom these presents do concern,

WHEREAS

The City of Prince Rupert believes that children are our most important resource and represent our hope for the future;

AND WHEREAS

The City of Prince Rupert believes that all citizens are enriched by the presence of children in our community, and that children are valued and welcomed members of our neighborhoods;

AND WHEREAS

The City of Prince Rupert recognizes that the care and nurture of the City's children are a shared responsibility between families and the broader community, and requires the commitment of private and public resources to support the development of every child;

AND WHEREAS

The City of Prince Rupert recognizes that meeting children's needs requires closer integration of economic, social, and environmental policy;

THEREFORE BE IT RESOLVED

That the City of Prince Rupert will strive to ensure that neighborhoods are planned and maintained in a manner that provides safe, secure and supportive environments for families and children and;

Will strive for the equity of outcomes for all of Prince Rupert's children by supporting and adopting policies that promote both economic and social justice.

IN WITNESS WHEREOF

I have set my hand and caused the seal of the City of Prince Rupert to be affixed on this
October 13, 2009.


Mayor Jack Musallam
City of Prince Rupert



Example of Toolkit

Welcome to our Family Friendly Spaces and Places Toolkit

**Good for
Business!**

When an organization is family friendly,
everybody wins!

WIN!

It can be as **simple** as putting a step stool in the restroom or introducing flexible working hours. Using the enclosed checklists will help your organization identify your successes and challenges and plan for an even more Family Friendly future!



WIN!

Once your decal is displayed, parents and caregivers know that yours is a safe and supportive environment for children and their families. If you are an employer, you are recognizing the work-life balance needs of your employees.

**Celebrate your
success!**

WIN!

Providing better service to your clientele and employees benefits both them and you! Heightened loyalty and promotion among parents is good for business! You could even be nominated for the Chamber's **Horizon Business Award for demonstrating "Family Friendly" leadership.** See <http://www.powellriverchamber.com>.

GOOD FOR BUSINESS! GREAT FOR FAMILIES!

"A project of UNDERSTANDING THE EARLY YEARS - Sunshine Coast" For more information: <http://www.earlyyearscoast.org/>



Understanding the Early Years
SUNSHINE COAST

Program

Community of Innovation

Welcome and Blessing

Dinner

Overview of Project

Guest Speakers

- Mayor Jack Mussallem *City of Prince Rupert*
- Cindy and Ben Spencer *educators*
- Stefan Delloch *Northern Savings Credit Union* **لوساڤا**
- Judy Riddell *Child Care Resource and Referral*
- Sheila Davidson *ECEBC Executive Director* and Rita Chudnovsky *Coordinator of ECEBC Leadership Project*
- Tulani Ackerman *educator*

Metlakatla Dancers

(At this time we will be asking people to be moving tables and chairs)

Closing

Thank you for
joining the
Communities
of
Innovation
in
celebrating that
Prince Rupert
is a
Child Friendly
Community



ECEBC | early childhood
educators of BC

Vancity

Community Foundation



Success By 6
Helping all children succeed for life.

Communities of Innovation

Just over a year ago a group of Early Childhood Educators in Prince Rupert submitted a proposal to the Early Childhood Educators of BC. The ECEBC entered into a partnership with VanCity Community Foundation. With funds received from BC's Ministry of Children and Family Development, they agreed to work with VanCity to develop a "Professional Development" Program. This professional organization was looking for projects that would promote leadership and demonstrate a strong and confident message about our professional value and worth to the broader community.

With the idea stemming from Judy Riddell (Child Care Resource and Referral Administrator) we applied to develop a relationship with our Prince Rupert Municipal government to work and develop a proclamation to say Prince Rupert is a Child Friendly Community.

On October 13, 2009 this declaration was made by our city.

Since this time the communities of innovation team have been presenting and discussing the importance of supporting our children/ youth and their families to many groups throughout the community.

As well as this proclamation, the City has developed a KIDS Page on the City Website. This page was developed for kids by kids.

The Communities of Innovation also wanted a symbol that would represent the fact that **Prince Rupert is A Child Friendly Community**. With support from the City of Prince Rupert, who has committed a piece of City land, plans are being made to have a child size totem pole carved and dedicated to the children and youth of our community. Morgan Green has confirmed that she is willing to carve this pole as well as make this an event all the children of our community can participate in.

The Prince Rupert Chamber of Commerce has also announced a new award for this years Celebration of Excellence. **Child Friendly Businesses Award**—this will be presented to any business that can demonstrate child friendly practices designed to welcome families and children to the workplace and/or employs workplace policies and/or practices that support the ability of its employees to maintain a healthy work—family balance.

A special Thank you to the following for your continued support

- City of Prince Rupert
- Kathy Bedard
- Michael Curnes
- Janet Mirau
- Chamber of Commerce
- Judy Riddell
- Success by Six Council of Partners
- Westview Child Care Centre staff
- Early Childhood Community
- Metlakatla Dancers
- Friendship House
- Northern Savings Credit Union
- Early Childhood Educators of BC
- United Way of Northern British Columbia
- VanCity Community Foundation
- PRSS Rainmakers Grade 8 Boys Basketball team and coach John Evans
- No. 1 Catering
- Overwaitea
- Chantal Cornwall
- Morgan Green

Communities of Innovation Leadership Initiative
"Prince Rupert - a Child Friendly Place"

We are a group of people involved in the Communities of Innovation Project, to have Prince Rupert declare itself a child friendly community and integrate child friendly policies into its community plan.

We are presenting to City Council on Monday, April 27th and are putting together a Power Point presentation with pictures of children in our community.

We are asking the different child care centres and programs in our community if they would send us pictures. So if you could send six – eight pictures showcasing some of your children in and out of you facility we would appreciate it.

See the attached photo release form and have parents or guardian sign.

Please send all pictures to Duane at duanej66@yahoo.ca by Thursday, April 23rd.

Thank you

Duane, Emily and Katie

Photo Release Form

I hereby give the Communities of Innovation project, "Prince Rupert - a Child Friendly Place", permission to use these pictures to exhibit this project.

Child's Name

Parent/Guardian Signature

Child's Name

Parent/Guardian Signature

Child's Name

Parent/Guardian Signature

Child's Name

Parent/Guardian Signature

Child's Name

Parent/Guardian Signature

Child's Name

Parent/Guardian Signature



Checklist for "Family Friendly Workplaces"



Family Friendly Human Resources Practices

How Family Friendly are your human resources practices?

This self-assessment checklist is designed to evaluate your workplace for family-friendly practices and to help you identify other practices that can better support the work-life balance needs of your employees.

How to use this checklist

1. Think about your workplace policies by using the checklist.
2. Display the Family Friendly decal in your window if you feel you measure up!
3. Let us know about your commitment to having a Family Friendly workplace and your business name will be displayed on our website.
4. Make plans to become (even more) Family Friendly!

Check the boxes that apply or that indicate your family-friendly practices:

- ☐ Our workplace has a work-life balance program. Benefits include (check all that apply):
 - ☐ Child care and/or elder care initiatives and support.
 - ☐ Employee and Family Assistance Program (e.g. counselling services for marital, parenting and bereavement issues).
 - ☐ Flexible work arrangements (e.g., compressed work week, flexible hours, tele-work options).
 - ☐ Reduction of work time (e.g. regular part time, job sharing, pre-retirement work reduction).
 - ☐ Leave benefits (e.g. emergencies, bereavement, birth, adoption, family, funerals, medical/dental appointments, maternity/paternity, sick, vacation).
- ☐ Our employees are fully aware of the work-life balance programs and benefits that are available to them.
- ☐ Our workplace encourages employees to take advantage of Family Friendly benefits that suit their needs.
- ☐ Our workplace encourages employees to take time off work to care for their children or family members when there is an illness or emergency.
- ☐ Our workplace encourages open communication and conducts on-going assessments with our employees to identify their work-life balance needs and desires.
- ☐ Managers are aware of and fully understand the importance of a healthy work-life balance in order to have a positive and productive work place environment.
- ☐ Managers receive training and have the necessary knowledge and tools to implement Family Friendly practices.
- ☐ Managers support work-life balance through "leading by example".
- ☐ Our work-life programs are connected to our business/human resources plan to address recruitment and retention issues.
- ☐ We organize work-related events that include the whole family, e.g. Easter egg hunt and family skate.

Rate yourself according to the criteria below. You don't have to check every box to call yourself Family Friendly. Pat yourself on the back for doing what you can, but challenge yourself to try one thing more! What counts is that our community is doing its best to welcome families and children.

How are you doing?

OPPORTUNITIES FOR IMPROVEMENT

Our workplace has opportunities for improvement. This checklist gives us ideas that we will explore. Visiting the Government of Canada's Work-Life Balance website is a first step www.hrsdc.gc.ca/en/lp/spila/wlb/01home.shtml.

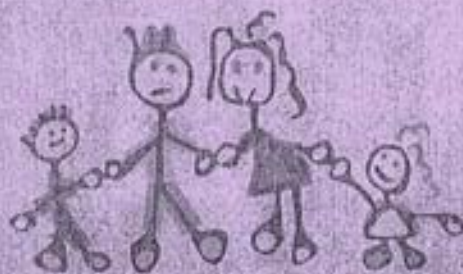
ALMOST THERE...

Our workplace is doing very well in supporting the work-life balance needs of employees. There is still room for improvement but we are well on our way to a more positive and productive workplace environment. We will try to implement some new ideas and have a look at Government of Canada's Work-Life Balance website www.hrsdc.gc.ca/en/lp/spila/wlb/01home.shtml.

5 OR MORE CHECKED BOXES

WE HAVE A FAMILY FRIENDLY WORKPLACE!

Yes, we have created a progressive workplace that is Family Friendly and fully committed to employees' work-life balance! We will proudly place the Family Friendly workplaces decal in our window and contact you to share our success!



The Understanding the Early Years Initiative is funded by Human Resources and Social Development Canada. For further information, visit www.hrsdc.gc.ca.

The views expressed in this material are the authors' and do not necessarily reflect the opinion of Human Resources and Social Development Canada or of the Federal Government.



Understanding the Early Years

Initiative

For more information: <http://www.earlyyearscoast.org/>

✓ Checklist for "Family Friendly Places"

Family Friendly Public Indoor Places



How Family Friendly is your place?

This self-assessment checklist is designed to evaluate indoor places that are open to the public and helps you to identify improvements you can make to help welcome families into your organization.

How to use this checklist

1. Have a look around your own indoor place using this checklist
2. Display the Family Friendly decal in your window if you feel you measure up!
3. Let us know about your commitment to having a Family Friendly place and your business name will be displayed on our website.
4. Make plans to become (even more) Family Friendly.

Check the boxes that apply or that indicate your child-friendly practices:

- ☐ Special parking spaces designated for new and expectant mothers (if applicable).
- ☐ Clear signage to restrooms.
- ☐ Public or private restroom made available to children (with/without purchasing other service).
- ☐ Clean and safe changing table in women's restroom.
- ☐ Clean and safe changing table in men's/unisex restroom.
- ☐ Flip-down child's toilet seat installed on one or more toilets.
- ☐ Sink installed at child's height or sturdy step stool provided.
- ☐ Towels and soap dispensers installed within child's reach.
- ☐ Quiet, clean, comfortable area provided for breast-feeding mothers (not in restroom or bathroom).
- ☐ Play area equipped with clean, safe toys and books for children, including school-age children.
- ☐ Easy stroller access and/or stroller parking area provided.
- ☐ Give-away item (stickers, balloons, small toothbrush) offered to children.
- ☐ Staff regularly greet children and make an effort to help them feel welcome.
- ☐ Staff offer assistance to parents (folding strollers, carrying bags, reaching items).
- ☐ Things at children's level for them to see.
- ☐ Photos of neighbourhood children or artwork on display.
- ☐ Unsafe objects out of children's reach.
- ☐ Seating for (expectant) moms.

Restaurants:

- ☐ Children's menu or child-sized portions available.
- ☐ Healthy food choices available.
- ☐ Crayons with appropriate pictures to colour or other toys offered at table.
- ☐ Straws and/or plastic cups available.
- ☐ Child size utensils available.
- ☐ Waiting staff friendly to children.
- ☐ Crackers or other appetizers offered to hungry children who must wait.
- ☐ Care is taken when serving hot foods.
- ☐ High chairs available.

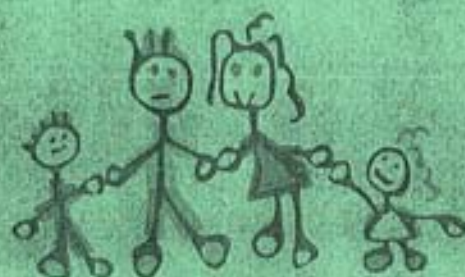
Retail Shops, Government Offices & Service Businesses:

- ☐ Children's play area adjacent to area where parents conduct business.
- ☐ Special line-ups for families with children offered during busy/peak hours.
- ☐ Candy and other temptations out of reach of children.
- ☐ Working safety mechanisms on shopping carts (if applicable).
- ☐ Small shopping carts for children (if applicable).
- ☐ Handy wipes at store entrance to wipe off bars of shopping carts (if applicable).

Rate yourself according to the criteria below. You don't have to check every box to call yourself Family Friendly. Pat yourself on the back for doing what you can and challenge yourself to try one more thing! What counts is that our community is doing its best to welcome families and children.

How are you doing?

OPPORTUNITIES FOR IMPROVEMENT	ALMOST THERE...	5 OR MORE CHECKED BOXES - WE HAVE A FAMILY FRIENDLY PLACE!
Our venue has opportunities for improvement. This checklist gives us ideas about becoming more Family Friendly - some that we will try to implement right away!	We're doing well, although there is still room for improvement. We're on our way to becoming Family Friendly. We will try to implement some new ideas!	Yes, our Place is Family Friendly! We will proudly place the Family Friendly Places decal in our window and contact you to share our success!



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✓ Checklist for “Family Friendly Spaces”



Family Friendly Outdoor Spaces

How Family Friendly is your outdoor space?

This self-assessment checklist is designed to evaluate your outdoor spaces, such as playgrounds and sidewalks, and help you identify areas that can be improved to create safe and pleasant outdoor spaces for children and families.

How to use this checklist

1. Check your outdoor spaces by using this list.
2. Display the Family Friendly detail in your window if you feel you measure up!
3. Let us know about your commitment to having a Family Friendly space and your business name will be displayed on our website.
4. Make plans to become (even more) Family Friendly.

Check the boxes that indicate your child-friendly practices:

PLAYGROUNDS:

- ☐ Bathrooms open year round, clean and with paper.
- ☐ Free of animal droppings.
- ☐ Doggie-waste bags available.
- ☐ Play equipment in good shape.
- ☐ Variety of equipment for different ages.
- ☐ Safe equipment for all ages.

Streets:

- ☐ Sidewalks wide enough for a stroller.
- ☐ Bicycle paths available.
- ☐ Crosswalks at busy intersections.
- ☐ Night lighting where appropriate.

Rate yourself according to the criteria below. You don't have to check every box to call yourself Family Friendly. Pat yourself on the back for doing what you can and challenge yourself to try one thing more!

What counts is that our community is doing its best to welcome families and children.

How are you doing?

<p>OPPORTUNITIES FOR IMPROVEMENT</p> <p>Our outdoor space has opportunities for improvement. This checklist gives us ideas that we will explore.</p>	<p>ALMOST THERE....</p> <p>Our outdoor space is better than we expected. We are well on our way to being Family Friendly. We will try to implement some new ideas!</p>	<p>3 OR MORE CHECKED BOXES – WE HAVE A FAMILY FRIENDLY SPACE</p> <p>Yes, our outdoor space is Family Friendly! We will proudly display the Family Friendly Spaces decal and contact you to share our success!</p>
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