



CFP Meeting Summaries

2020

June 2020

"Reflecting on the Impacts of These Changing Times"

For some months now, we have gathered online to attend meetings and continue in our work. We have all begun to adapt and now we begin to see the impacts these changes have on our greater community. The City of Kamloops has recognized the need for collaboration and action; we would like to acknowledge their assistance in supporting the facilitation of the Changing the Face of Poverty (CFP) network to focus on effective collaboration.

During our monthly meeting in June, members were asked to reflect on who is missing in the group or who may be a champion that should be invited to join the committee. We ask for all members to extend an invitation to colleagues and other community members whose voice and presence should be included. With today's online world, there is a greater opportunity to broaden the conversation. We are all **one click away from connecting** to one another and showing up to discuss critical issues in our community.

At our June meeting, local law advocates from the Elizabeth Fry Legal Clinic and the TRU Community Legal Team provided critical updates on new policies and legislative changes that impact members of our community. The COVID-19 pandemic has brought forth unique challenges specifically related to workplace safety, temporary lay offs, implications for receiving CERB when unqualified and court appearances. Kelly Melnyk presented on Employment Law During COVID-19, please [view her presentation](#) for full details. To learn more about court changes and appearances please visit <https://www.provincialcourt.bc.ca/>.

Connecting with organizations and community members seeking change during these times is exciting, but it also shows us how much work needs to be done and that we need to do it together. CFP has been a place where organizations can network and stay updated on the work happening in our community. In June, the meeting attendees were asked, what would make CFP feel like not just another committee? Action. The greatest response was related to action, direction, outcome and change. It's a powerful feeling when people who want to create change come together to be part of building a more resilient community.

These days look different than we likely imagined on the first eve of 2020. The impacts of COVID-19 are felt deeply across the community, and these times are often full of uncertainty. Social issues in our community are spreading and impacting more and more community members each day. At the June CFP meeting we discussed just that: what is happening for people in poverty right now? Uncertainty, fear, despair. We are seeing deep impacts from social isolation, decreased service delivery and increased job insecurity. We are losing community members and seeing our most vulnerable including children fall through the cracks.

We see what is happening. Now what?

Attendees of the meeting were then asked, ***So what? Now what?*** An array of issues felt in the community were identified along with some approaches to addressing these issues. You can [read the rich notes created by our discussion groups here](#) (and use the comment feature to add additional thoughts if you'd like). Several issues were identified to be collaboratively addressed in future CFP meetings:

- Identification of service gaps and how to address gaps
- Food insecurity
- Legal representation and wrap around services for marginalized groups and families
- Mental health supports

At our July meeting, we'll discuss these areas we identified in more depth. In preparation for that meeting, please think about which discussion you'd like to join and who else you'd like to see as part of the conversation.

July 2020

As we gather online, we see one another on the screen although we find ourselves in different locations, homes, and offices throughout the city. We are together and apart. Many of these faces are familiar, some have worked alongside one another for many years. Upon entering the meeting, meeting participants were asked to share a story of gratitude or story of success in collaboration. Community members representing multiple sectors and groups shared partnerships and projects they have collaborated on. These projects focus on the needs of different groups in the community including women, children, families, people experiencing homelessness and people experiencing food insecurity. A common thread in these stories is our connection to serve the community and do this work together.

Words shared by participants...

"I feel thankful to have collaborated with many of the folks on the call today. This has spanned over the past 20 years or more and has occurred through multiple different projects."

"I am grateful to many community partners that ... we have been able to link our clients during this time especially. It is a great feeling to know that our community takes care of one another."

"I've collaborated with many of you wonderful people"

"Grateful for the collaboration"

"been part of a major collaboration ... for many years."

"Generous, honest and committed"

A recent quote by Adrienne Marie Brown shared by Lindsay Harris. Full quote and article can be viewed [here](#)

"we're in a very parable time.

If you're feeling numb, dig into that feeling. numb leads to overwhelmedness. overwhelmed leads to rage. rage leads to heartbreak. heartbreak leads to something's gotta change. don't give up on pursuing yourself.

Organize as if we're going to be here a long time. Not as if we're only going to be here until tomorrow.

This is an immense time to pivot into the kind of community you want to be in, and articulate it.

We do know how to care for each other and ourselves when we are given a little room. ritual, song, circle, conflict resolution, healing, staggering, rest, etc. WILL emerge in the community given the right space.

People creating togetherness in this moment is a form of creating, a form of art.

"How do I help?" ... "Take yourself seriously as someone who has the destiny to help."

you're not late to the movement. whenever you get here, you made it." (Brown, 2020)

What does successful collaboration look like, and how do we foster it?

Robyn McLean with Tapestry Evaluation and Strategy presented on different types of collaboration and common challenges within collaboration. Four types of collaboration were identified: community building, doing work together, sharing resources and collective impact/sector level collaboration. [View full presentation here.](#)

We then took a poll sharing the types of collaboration we most often engage in. The most common were Community Building (6 out of 12) and Sector-level Collaboration (6 out of 12) followed by Doing Work Together (5 out of 12) and Sharing (3 out of 12).

We discussed a common challenge of collaboration being a tension between the following:

Identifying “purpose” and action plans (Risk: jumping to solutions too soon, not being inclusive, not considering long term consequences)

VS

Take time to build trust, include diverse voices, understand situation and identify meaningful solutions (Risk: “spinning out wheels”, lack of action)

We were then asked which paradox we are more drawn to Action-Oriented or Relationship and process oriented. Eight out of 12 said Action-oriented and four said Relationship and Process Oriented.

Wicked Problems and 15% Solutions

Attendees signed up to join breakout rooms focused on topics identified during the last Changing the Face of Poverty meeting, though we chose to have two breakout rooms instead of four due to several key members not being in attendance. Each group discussed wicked questions (things that make it hard to move forward, conflicting issues or tensions) and 15% solutions (first steps or immediate steps you can work on without more resources or authority).

Breakout room one discussed **food insecurity for households, homeless, motels & subsidized housing without meals**. Over a dozen wicked questions arose from the group, many commonalities can be found within the questions which include understanding how we can address upstream and downtown solutions simultaneously, understand the actual needs of those impacted by poverty, address the disconnection among organizations and emergency food providers, identify and support unique populations impacted by food insecurity, encompass cultural safety in everything we do, be diverse and expansive, shift to a systems change mindset while respecting the work done at an individual level (crisis driven response).

Many 15% solutions were brought forward, largely focused on finding ways to respond to crisis while addressing macro level systemic issues. The groups 15% solutions are to utilize a research-based approach in shifting messaging within Interior Health towards more upstream solutions, not lose sight or awareness of larger issues within the crisis, celebrate victories of immediate responses while acknowledging the roots and why’s of ongoing problems, grow momentum, advocate and mobilize, reach out to immediate response organizations to have their presence in upstream focused conversations and solutions, work with bylaw to shift interactions with vulnerable populations, work on reducing stigma, try new things (ie. meal train experiment has received lots of involvement and increased community awareness of food insecurity)

Breakout room two discussed, **sector level collaboration; mapping assets and gaps in services and how to address gaps**. Multiple wicked questions were mentioned, largely focused on how

we show up as who we are and represent the work we do while working together to address common goals. Questions include understanding how we can break down silos between sub sectors, be both partners and advisers, honor our individual mandates while working together, address funding competition within the community, educate funders, trying to get clarity on what the identity of the sector is and when our organizations may or may not be considered to be part of the same sector, learn from and alongside rural communities, lead the corporate sector in talking about social purpose, evolve governance, make room for innovation, come from a place of self preservation and self love, support champions, increase diversity among those involved, and reach out to organizations and individuals who may not already be part of the conversation.

Group two's 15% solutions focus on moving forward in collaboration and how to approach this work. Some areas of focus include how we could celebrate, recognize and learn from successful collaboration, take time to build relationships, create high level statements about the work our organization does to understand one another better, and be explicit about the direction your organization is moving. We also discussed the possibility of using updates during CFP as a way to understand each other's work better, for example using updates as an opportunity to clarify what our organizations are currently prioritizing, what is needed to get there, and what type of collaboration might be helpful.

Post Discussion Thoughts

After the discussion, we were asked what stood out for you? Is there anything you would like to share about the process? The rich discussion stood out to respondents...

"I enjoyed the opportunity to hear what others have to say and hear the passion in their questions and answers."

"so much rich discussion"

"Loved hearing the shared/complimentary thoughts, but also those that I hadn't considered. So valuable."

"the discussion that arose was engaging and interesting. We moved into the solution piece easily, and there were so many great ideas and suggestions."

Child Care Report

Kelly MacDonald with the City of Kamloops shared the City of Kamloops Child Care Report. Childcare in Kamloops has significant gaps and is important to the conversation of poverty in our community, particularly how it relates to supporting women in the workforce. The report outlines current gaps in service and recommendations moving forward. Full report can be viewed [here](#)

Updates

- Student funding opportunities for organizations can be found [here](#)
- Change Link is hosting a roundtable on Board Engagement next Tuesday July 28th afternoon. Find the roundtables page on www.changelink.ca. Everyone welcome!
- If anyone/agency is in need of bread please contact 250-554-1611 ext 200

August 2020

This month we decided to focus on where we go from here:

What messages can our group get behind?

How can we get these messages out there?

We asked the group just that.

In June, we talked about a tendency for collaborative groups to get stuck in the tension of relationships and process vs. action. We focused on communication in the July meeting as an activity that is action-oriented while also helping the group better understand each other and work towards agreement on goals and vision for *Changing the Face of Poverty*.

First we started within. They say the answers always are within. Robyn guided us to tap into ourselves and asked “what breaks your heart when it comes to poverty in Kamloops?” We were all given time to silently reflect. Time to think about what we see each day in our work and in our community. Time to consider what is happening to our neighbors, our community members.

We then engaged in a “*Mad Tea*” which is a thought gathering activity. Questions are posed to the group, everyone has 45 seconds to write their answer and then all participants submit their answer into the chat simultaneously. Here are some highlights of responses to each question:

What do you hope for others to recognize about poverty in our community?

It’s systemic. It’s everywhere. It’s not acceptable. Anyone can experience it, not just a certain group. We can all do something about it. There is an ongoing lack of care and regard for others within our system- people are more focused on wealth and self over others.

Who do we most need to reach with our messages?

Decision makers, government, policy makers, funding, educators, children, neighbors, the public, internal mindsets, beliefs and assumptions.

We need a cultural shift. A paradigm shift.

What messages would help us shift those ideas or assumptions?

Stories from those with lived experience. To show the faces of poverty. Empathy. We all benefit from helping one another. We are all interconnected. Poverty can happen to anyone. Look at root causes and how some benefit at the expense of others. Share how poverty has been addressed in other places.

Following this, we engaged in a “*White Board*” activity to cultivate messages from the group, and to see what messages should be brought to the greater community. The white board was

quickly filled with ideas, a board full of passion, hope, empathy, regard, and a yearning to see change. We feel that the responses can be distilled into a few main ideas:

- ***Poverty is not a choice and does not reflect a certain group.***
- ***Poverty is a systemic issue.***
- ***We are interconnected.***
- ***The whole community benefits by addressing the root causes of poverty. The more we focus on lifting people out of poverty together, the better we will be as a society.***

We then ventured into breakout rooms to discuss the messages we believe to be the most impact and why we were drawn to them. Similar discussions and themes arose from each breakout room. Such as the need to shift mindsets on poverty and shift and into a community of care. The importance of reducing stigma and recognizing that poverty is not a choice. If people are not enticed or see how they benefit, they are less likely to get involved. People need to be exposed and hear real life stories to begin to care or change their thinking. There needs to be a bridge between individuals and understanding the system.

Lastly, we engaged in a final “*Mad Tea*” to cultivate all we had weaved throughout the meeting to determine what messages shined through and the next steps to getting them out there. As discussed before, the primary messages focus on reducing stigma and recognizing poverty as a systemic issue, not a choice and the broader impact of addressing poverty, when our community is better as a whole we all benefit. We then drew on ways to get the message out and next steps we need to take. Common ideas that emerged include the creation of a video, a public awareness campaign and the use of other social media outlets. Next steps mentioned include creating a communication plan with key messages, planning and creating a video, creating a social media campaign, establishing a working committee and scanning other educational campaigns to learn from outcomes.

Our short hour and half journey was brought full circle. From inner reflection, idea gathering, intention, collaboration and consensus on a direction forward.

Please join us next time to continue the conversation and bring us closer to getting our messages out there.

September 2020

Poverty is a deep-rooted issue that is alive in our community. Our neighbours, colleagues, friends or family members may be experiencing poverty. For the September meeting, we invited three community members who have experienced poverty to take part in a panel. We gathered online ready to listen to powerful stories, acts of resilience and hear the truth about what is happening right here in our community. Questions were posed to the panelists, and they shared their thoughts and experiences which can be viewed below.

What do you want people to know about poverty?

Being in poverty is hard, it's really hard.

You cannot think of the future, you cannot plan next week, next month, next year.

I was born into poverty. The experiences that got me there were not my fault. What got me out is ongoing support from local agencies.

The people who were caring, compassionate and acknowledged that it wasn't my fault are the ones who truly helped me get out of poverty.

There is so much poverty out there, people are falling through the crack

I was in fight or flight mode most of my life, when you have no money to feed your kids. I had a home but I couldn't go back with my kids. I choose my children and was homeless for 3 months at the women's shelter.

I didn't realize I was homeless because I had my tent, until someone spit in my face and called me homeless trash.

When I became homeless, I crashed emotionally, completely stopped and thought where am I going to sleep?

I tried to find help, I went to welfare but didn't have an address so there was nothing they could offer. I didn't have insurance on the car. I would walk by fruit stands and one day I took an apple I knew I had hit rock bottom.

How do you think that poverty impacts society at large?

It is well alive in Kamloops. Working for the school district, saw it firsthand. Aboriginal people are more vulnerable, coming from systemic racism and residential schools. When I went to school in the 80s people were coming to school with no food. Still happening, impacts education, mental health, employment.

People can be cutthroat when they don't have knowledge. You need to stand up and walk with them.

We still are fighting the fight.

So many people are fearful of associating with a homeless person or poor person. It affects everyone majorly. The rich are renting out their places, raising their rents high enough to get a wealthy class of people. Some want to turn a blind eye to it. That mindset in everyone needs to change. Change your mind, change your world.

What can a group like this do to help? What helped you?

Reach out more to your neighbours, be more friendly, clean out your cupboards and share it, do unto others as you want others to do. Don't look down on people, the judgment is really hurtful.

More people need to be more open, honest and stop the nastiness.

Really listen to other people...It's important to be seen, to be invisible is devastating. See people without judgment. Be there, with boundaries. They want boundaries too, we all need that.

I was in the shelter, there were two women who really embraced me. They took the time to find out my story and let me do it on my own terms, but they got me going to counselling. That talking process took a long time, because of shame.

The stories shared were powerful and not easy to hear. These stories along with others must be heard to truly understand and recognize what is happening in our community and to understand what needs to be done to assure poverty is reduced and ultimately removed.

The reality of these stories reminded Bonnie of a story shared by a local elder about measuring wealth in a community and how in settler communities wealth is measured by how much the wealthiest person has, rather than how much those with the least have. Instead, looking at how well the entire community is doing not just the wealthiest. Imagine how different our nation would be if we measure how well we are doing by looking at those who are faced with the unequal side of inequity. What if we decided we could not consider our nation as doing well until everyone has their needs met?

Last month we dug into key messages that the Kamloops Changing the Face of Poverty stands behind. Some of these messages include:

- poverty is not a choice and it can happen to anyone
- people have a right to a dignified path out of poverty
- poverty is a systemic issue
- we are interconnected
- the whole community benefits by addressing the root causes of poverty.

At the meeting we presented the Kamloops COVID Response Communication Plan. The purpose of the plan is to disseminate key messages about poverty through the creation of a video. One of our aims is to create messaging that will allow members of the CFP providing front-liner services to communicate to the public about the most pressing needs of the people they serve. These messages will educate the public about the current experiences of people living in poverty and their needs, reduce stigma, influence and shift mindsets / underlying assumptions, share stories from those with lived experience, influence governments and policy makers and

increase community awareness of CFP. In the coming weeks, we will be working with CFP members and community members with lived experience to create the video.

Service provider updates this month include:

The TRU legal clinic is open and available to take on clients. The clinic has started a new semester and has students who are ready to help out clients who have a legal issue. Majority of meetings will be by phone, please contact 778-471-8490 for inquiries or to book an appointment

The Loop Lunch and Learn is open at 405a Tranquille. The Loop Lunch & Learn is a new community resource centre in North Shore located at 405a Tranquille. Food, relationships, and shared space are fundamental parts of community and so the Loop is proud to offer meals, skill share workshops, and meeting space to those in need.

October 2020

Apologies as some of our CFP members did not receive the October meeting agenda, there was a technical mishap in which some members stopped receiving emails. This has now been corrected, all members will receive updates and monthly meeting invites.

The Changing the Face of Poverty Network is made up of a diverse group of organizations including non-profits, faith based, grass roots, society's, community groups and concerned citizens. For the October meeting, we decided to explore sector strengthening and how to strengthen the work we do together. We invited Kristi Rintoul from United Way Thompson Nicola Cariboo and JP Baker from Vantage Point to present on the sector strengthening work they are doing. Following, we heard from Robyn McLean on Non-Profit Capacity building and how this relates to discussions we have had at CFP meetings.

Kristi Rintoul shared about the sector strengthening work happening at United Way and how this work is evolving through the Xchange. Kristi spoke to the need to address the pressing issue of lack of non-profit capacity as a systemic issue. Through this work, the goal is to build non-profits strength so they have a greater impact on a ground level. This work involves looking deeper at why and how organizations can be sustainable. United Way hopes to better understand the needs of non-profits in the region and work with them to build capacity. There are common underlying beliefs about non-profits such as that they do not need capacity or they can do things for free, these beliefs are an ongoing challenge faced by non-profits. Often in this line of work, non-profits react instead of using strategy. This project will work to unravel the ways non-profits work throughout the region and how they can be better supported in achieving their mission.

JP Baker shared the on Changelink which came about amidst the pandemic in late spring 2020. JP saw that his clients had paused and needed time to deal with the right now. At this time JP connected with some individuals including Kristi to discuss what needs to be done to support non-profits at this uncertain time. This is when Changelink started, non-profits began meeting on a bi-weekly basis to discuss their needs, learn about what each other were doing and build capacity. It was identified at this time that some non-profits knew about each other's work but over all non-profits were not familiar with each other's work.

JP Baker shared that he has worked as an independent consultant for over fifteen years and has recently joined the team at Vantage Point. At Vantage Point they want to support others in getting their needs met, they have had a growing commitment to advocacy and sector development. There is an increasing focus on advocacy and sector level research. Joyce Lin from Vantage Point joined JP and shared the work they have been doing in different regions of British Columbia. Through this work, Vantage Point identifies top priorities and needs to be shared with

the federal government. These conversations focus on understanding what the sector is all about and having public interest not private. Currently, Vantage Point has free membership until the end of the year. Visit <https://www.thevantagepoint.ca/> to learn more.

Robyn McLean then presented on Non-Profit Capacity Building. Robyn spoke to an assessment we are currently conducting on the non-profit sector, which aims to answer the question of “what are the needs, barriers and opportunities for the Non-Profit Sector in the Thompson-Nicola-Cariboo region?”. Capacity at an individual organization level and the non-profit sector level were reviewed, along with sector level collaboration and collective impact. Robyn then explored the ongoing challenge of “downstream” vs “upstream” and the risks associated with these approaches.

Robyn then reviewed A few areas that we have discussed in recent CFP meetings. Please see the full presentation [here](#) for highlights of challenges faced and needs within sector strengthening and suggestions next steps for increasing collaboration among organizations attending CFP.

Following we took time to reflect on the presentations and let ourselves feel whatever was coming up. Meeting attendees then began engaging in a Q & A, then a dialog about the deep seeded challenges our community members face and the need to act on poverty. One quote that stood out is:

“Don’t fight the poor, fight poverty”

A discussion then arose on the recent acts of NIMBYism on Columbia Street West regarding nuisance business status and nuisance property notices. The risk of eviction and ongoing stigma were discussed. Where are these people to go? What will happen to them if they are evicted? Alongside this view, the need to keep children safe and school environments safe must also be prioritized. So where do we go from here?

Who is responsible to make this change happen?

One meeting attendee shared that this work is hard and takes a long time. We gather to have tough conversations, but is change happening? How can we reduce poverty in Kamloops? How can we reduce stigma and educate the public? These types of questions are what we grapple with each day.

We then brought the group back for some final thoughts.

What are immediate next steps we can work on for moving from fighting the poor to fighting poverty?

- *Making poverty an issue in our local government election coming up*
- *Increasing our focus on upstream issues, identifying them and addressing them.*

· Decision makers need to be in the room. It's easy to make decisions that are disconnected from the effects when you don't have to face those who will bear the brunt of those decisions. I'd love to see a strategy come out of this group about how we get those folks here.

· A dedicated approach to serious advocacy that educates people about poverty and combats stigma

· Work together and stop blaming

· Keep the conversation going with friends, family, co-workers don't let people try to forget or ignore, it doesn't go away just because you're not looking

· Fighting the poverty vs. the poor is such a powerful way of communicating one of our main issues right now, that can potentially open up great conversations within the community. I imagine a public campaign using powerful wording and imaging as such.

We then touched on the future of CFP and where we go from here. The Elizabeth Fry Society will not be continuing their role as facilitators after KFPC's term. The KFPC is looking into future funding opportunities for coordination of the CFP. We are planning to send out a survey to get feedback on how to make the CFP as effective as possible, and to understand whether members are able to contribute through administration or helping facilitate meetings. If there are meeting topics or people you would like to hear from at a meeting please let us know!

Service Provider Updates:

Nicole Mackie from Salty Fig Catering will be donating a full Christmas dinner. Please get in touch with her for more information C:604-290-4237 [E:nicole@saltyfigcatering.com](mailto:nicole@saltyfigcatering.com)

November 16th at 11am – CFP video committee meeting register [here](#). Communication plan for video can be viewed [here](#).

The Loop and Out of the Cold will start a collaboration starting Saturday November 7th till end of March - Aboriginal food meal drop in on Saturdays (3pm to 8pm) – (Indigenous food specific) PIT Stop and Kamloops Reach will now be offering a weekly hot meal to go. Every Monday at 2:30 at Kamloops United Church (421 St.Paul)

The Kamloops Community Food Supports List can be viewed [here](#) and the Community Meals Calendar can be viewed [here](#)

Please visit www.kamloopschangingthefaceofpovetry.com to view these documents anytime.

November 2020

The Kamloops Food Policy Council has now taken over administration for CFP. Please look for CFP updates and meeting invites from Deborah Ogundimu at deborah@kamloopsfoodpolicycouncil.com . To send updates or events to the CFP email list please get in touch with Deborah or the CFP facilitation team.

During the previous CFP meeting the topic of NIMBYism was discussed. This stands for Not In My Backyard, it is the behaviour of not wanting something to be built or done somewhere. To delve into NIMBYism, we engaged in a Mad Tea exercise to hear from CFP members on their own perceptions of poverty and shifting NIMBY attitudes. We also shared 15% solutions which are actions you can take within your own freedoms and resources. Below are the questions asked to all meeting attendees and some answers shared.

What opened your eyes to the factors influencing poverty in the past?

"The real-life stories of how folks ended up in the situation they are in."

"That the basic social assistance rate is only \$710 a month"

"Many of our clients find themselves in positions where they are forced into untenable positions (whether housing or relationships) because they have no other options available"

"Working with children and families and really seeing the struggle and barriers for them."

"Understanding the intergenerational impacts of colonization, residential schools and systemic racism on poverty"

"Working with children facing a myriad of barriers and challenges that were outside of their control."

"Trying to assist seniors in getting dental care, hot water tanks fixed etc... so challenging on a very fixed income"

"Education about systemic barriers and reading books like The Spirit Level. Becoming more aware of my own privilege. Meeting more people who were not like me."

"Every morning seeing homeless people with nowhere to go to have a bite and coffee"

Have you seen NIMBYism attitudes shift before?

“People are more sympathetic when they have a chance to actually meet and get to know the people in these situations”

“Shifting attitudes takes a passionate team who are willing to do some grassroots education and stand up to prejudice. It's hard and sometimes uncomfortable work and requires solidarity among a group of committed, knowledgeable people.”

“Not quickly. Attitude change does not happen instantaneously. Takes time a lot of advocacy”

“Discussion around where the mobile safe injection site should be, thoughtful discussion infused with education shifted some folks opinions, but it should be mentioned,,, not all”

“NIMBY attitudes are difficult to shift by the time clients come to us with concerns over issues impacting their neighbourhood/building/etc.”

“No I don't see a shift at all, especially when it comes to addictions and homeless”

What is a 15% solution that you can do to combat NIMBYism?

“Encourage folks to get involved by volunteering to help folks in some way.”

“Write letters to news outlets to ask them to cover poverty in a compassionate way”

“Speak up in the moment. Advocate for people who do not have the ability or capacity to advocate for themselves.”

“Continue to combat stigmatizing language through uncomfortable conversations with those who may be vocalizing with a lack of understanding or compassion”

“Speak up when I hear someone speaking from a nimbyism perspective.”

“Engaging those impacted by NIMBYism type decisions earlier in the process so their voice is heard before a decision is made”

“Work on anti stigma language”

“Be willing to have the challenging conversations when the opportunity arises.”

“Advocate (loudly) for better government policy on addictions and mental health.”

“Noticing when I have a lack of compassion or awareness about people living in my neighbourhood experiencing poverty or homelessness. Talking to others to better understand why they have the attitudes they do, and moving forward from a broad place of compassion and understanding.”

“Increasing self-responsibility about our community”

Often, at CFP meetings it is discussed that we are a group who have already shifted our perspectives. As shared, members of this group recognize that poverty is a systemic issue and view people in poverty as humans who are worthy and seen. We recognize that they have been impacted by our system in devastating ways. Our message is clear to us, how do we use it to shift others’ perspectives and influence systematic change in our community? Are our 15% solutions enough to make this change? What does it truly take to stop poverty? Is our community ready to take this on? Why are some individuals set in NIMBY beliefs? Do these beliefs and behaviours have power over our ability to combat poverty?

December Resource Guide

Recognizing that the month of December is upon us, we spent time at the meeting working on a December resource guide. We asked all meeting attendees to fill out available resources for the month of December. We welcome more individuals to add information to this [resources guide](#). We will keep this document open to editing for one week, then we will post a copy to the CFP website homepage. This is a live document that will be updated as changes are made.

Video Update

On November 16th, we held a video committee meeting to do some visioning on what the video should include. We discussed ways to portray the key messages identified and what to highlight in getting those messages out. The facilitation team will be working with the videographer on creating a script, we will be reaching out to organizations and individuals who have expressed interest in being involved.

CFP Member Survey

We have created a 5 minute survey for all Changing the Face of Poverty members to fill out. The survey is anonymous and will help guide the future of CFP and provide an opportunity to give feedback on the current facilitation and possibilities for the future
Please follow this survey link <https://www.surveymonkey.com/r/KWBW2KB>

Service Provider Updates

- The Mustard Seed will be extending their hours to 22 hours a day 7 days a week possibly as early as December 7th (day center 8am – 7pm and overnight 8pm-7am)
- Friday November 27th was the last day for the legal clinic. There is a student available to assist with urgent matters over the holidays, please call the clinic to get in touch.

- The Kamloops Community Action Team is currently involved in a media blitz that is sharing anti-stigma messages, these messages were shared during national addictions awareness week and will be ongoing. There are about 1000 30 second clips to be released. Please contact Glenn if you would like to share a message clip to be aired during this time. glennhilke@yahoo.com

- Next time you are driving on highway 5, you will see a billboard created in partnership with the Community Action Team among other organizations and Tk'emlúps te Secwépemc. This billboard is sharing positive messages and anti-stigma messages that will be changed approximately every 10 weeks for the next 12 months.

- The City of Kamloops is close to releasing the Community Climate Action Plan, members of the community are encouraged to provide feedback through the city's let's talk page or directly with city councillors. It was brought to the CFP's attention how important it is to consider and include the impacts of climate change on vulnerable populations. To voice any input, please get in touch with the city

<https://www.kamloops.ca/our-community/environment-sustainability/climate-action>