



VITAL CONVERSATIONS



COMMUNITY WELL-BEING: ARTS, CULTURE, & HERITAGE CONVENING REPORT

This aspect of quality of life refers to the degree to which residents are actively engaged in the local culture and community, and are taking action to improve their community in terms of being a good place to live.

BERMUDA VITAL CONVERSATIONS

The Bermuda Community Foundation (the “foundation”) introduced Vital Signs® as an important step in identifying resident’s priorities related to their quality of life in Bermuda and the issues most important to them. The Vital Signs® programme has become a standard of excellence among community foundations around the world. It provides a methodology that evaluates community vitality and wellbeing and plays an important role in informing the allocation of resources. The reporting and prioritisation process is tailor-made to suit each jurisdiction’s needs.

In Bermuda, we conducted research on the community’s priorities, determined standardised outcomes based on that information and then sought further input from field experts in order to prioritise funding needs. This last step is carried out through convenings, known as “Vital Conversations”.

The foundation is hosting the Vital Conversation Series to further refine the valuable information gathered from the community. In this phase, local stakeholders convene to access public opinion, local, and international data for each of the Vital Signs® areas and prioritize the top outcomes that will guide the foundation’s funding strategy.

THE FINDINGS

The 2017 Bermuda Vital Signs Report revealed Community Wellbeing as one of seven priorities contributing to the quality of life in Bermuda. Community wellbeing is defined broadly by a variety of indicators, including those related to the community’s artistic, cultural, and heritage offerings.

Residents are highly engaged in their community and they particularly value its arts, culture, and heritage. In fact, this was one of the key drivers of quality of life in Bermuda. Most residents actively participated in various activities in the area. Residents were asked how often they attended events, festivals, or other types of cultural activities in Bermuda in the past year. Overall, less than a quarter (21%) of residents said that they frequently attended such events, while more

ARTS, CULTURE & HERITAGE



60%

← RESIDENTS RATE BERMUDA AS HIGH TO EXTREMELY HIGH →

than half (53%) did so occasionally. Nevertheless, household spending on entertainment and recreation increased in the recent past. At last reporting, residents spent approximately 11% of their household’s expenditures on entertainment and recreation. The frequency at which residents attend AVH events and the increased funds used to do so could indicate that the cost of participation may inhibit a broader engagement across the community. Additionally, arts and culture has been described as a uniting vehicle for cross-sections of the population, with the power to transcend race, gender, age, and social status.

THE PLAN

On May 11, 2018 the third in the series of Vital Conversations was convened with sector experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.

\$213K

BERMUDA GOVERNMENT GRANTS FOR
CULTURAL PROGRAMMES & SERVICES

2017-2018

VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

• ARTS, CULTURE, & HERITAGE •

Public and corporate policy and expenditure that supports the arts, culture, and heritage

Improved government investment, expenditure and procurement

- Corporate expenditure (giving) toward arts, culture, and heritage activities with a social purpose
- Government expenditure/funding for programmes in arts, culture, and heritage activities and services
- Government investment in arts, culture, and heritage
- Procurement practices and public sector contracts that are designed to improve social outcomes (e.g. contracts that enable social enterprises and smaller SMEs to bid, outcomes-aligned contracts)

Improvements in policy and legislation

- Changes in policy and legislation that support improvements to arts, culture, and heritage services
- Changes to regulation
- Level of relevant parliamentary activity (e.g. white papers published, committees formed, consultations or reviews conducted, citations made)

Increased exposure to arts and culture industry (i.e., employment, volunteering, media, etc) (leads to an increase in social interaction, which allows for a greater sense of community)

Increased number of people working within arts, culture, and heritage

- Number of businesses operating in Creative Industries
- Number of businesses operating in sports-related industries
- Number of participants in arts, cultural, and heritage volunteering schemes
- Number of people with arts, culture, and heritage-related jobs
- Number of people working within Creative Industries
- Number of young people and adults regularly volunteering in arts, culture, and heritage

Increased Positive media coverage

- Positive media coverage of Bermuda as a culturally distinctive or innovative country

Strong public awareness of and engagement in arts, culture and heritage

Improved public awareness and engagement

- Change in public perception and improved attitudes toward arts, culture, and heritage
- General availability of information relating to arts, culture, and heritage
- Level of media exposure (e.g. number of articles published on the subject in mainstream media; exposure on tv, radio; internet traffic)
- Positive media coverage as a culturally distinctive or innovative community
- Public donations to related charities
- Public events, rallying and campaigning
- Public volunteering on projects and initiatives related to arts, culture, and heritage

Improved stakeholder participation with decision making and with issues

- Innovation of new ideas, technologies and approaches for promoting the availability and enjoyment of arts, culture, and heritage
- Research and evidence relating to arts, culture, and heritage
- Support for the sector through quality umbrella bodies
- Uptake of new ideas by other organisations or government

Key Outcome Category

Specific Outcome

• Indicator(s)

We are pleased to make more detailed outcome and indicators reporting available to BCF fund holders. Special terms and conditions apply. Contact info@bcf.bm

WHAT THE EXPERTS SAID

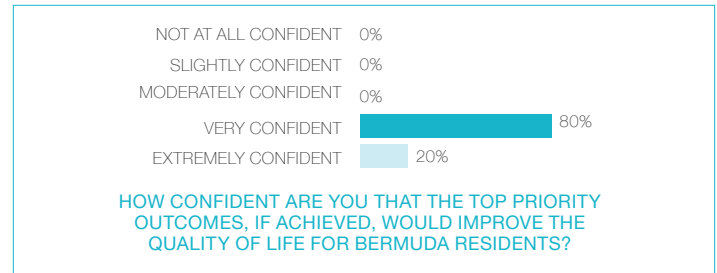
Participants in the Arts, Culture, and Heritage (ACH) conversation were on one accord in their belief that the prioritised outcomes would advance community wellbeing, with 80% being very confident and the remaining 20% extremely confident. One field expert shared that *“Arts, Culture, and Heritage are important to the well-being of our community. If we can ensure that they are a regular part of our lives and access is available for all in some form, lives will be all the richer.”* Moreover, participants expressed the idea that the proliferation of ACH would lead to specific social outcomes such as tolerance and harmony, *“All Bermuda residents will understand their own personal contribution to the overall well-being of our island and understand and respect our differences to allow total harmony within the community.”* Increased participation was seen as the ultimate outcome. If ACH is valued, the participation levels will increase. One participant stated that, *“increased participation should be a more important outcome. It is a key indicator that demonstrates, what the community feels is important enough to show up for, where their interest lie and in turn how good the sector is doing in providing these services. It’s a reflection and a meter on the industry itself.”*

Some participants expressed the need for more government and corporate funding to help underwrite events. Many participants agreed with this statement, *“financial support is an essential requirement and is viewed as the most important as it has a trickledown effect on other key outcomes - with better funding comes the ability to focus on what is more important; the development of better programs, more accessibility and overall greater impact.”* On a more practical note, one participant noted that local ACH stewards need direct funding in order to help proliferate such a valuable resource in the community. *“Arts is very much a steward’s job. It’s a part-time not a full-time job. Therefore the argument could be made that more help is needed than in other sectors. There is a great need for grants to be made to cover the salary of a position or an officer who organizes the different cultural groups and major collaborative events.”*

They felt that if events were more affordable, residents would have greater access and thus greater opportunity to experience the uniting affects of arts, culture and heritage events. There was also a sentiment that more efforts were needed to educate the youth and thus increase their knowledge and appreciation for arts, culture and heritage in Bermuda. They felt that this was a clear mandate for Bermuda schools. One participant suggested that, *“apprenticeships be created to spark youth engagement and ownership.”*

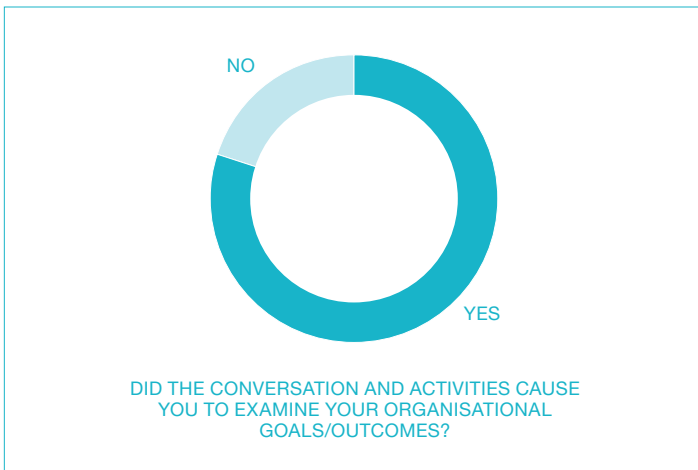
“Arts, Culture, and Heritage are important to the well-being of our community. If we can ensure that they are a regular part of our lives and access is available for all in some form, lives will be all the richer”

- Field expert



With such fidelity to a shared vision for the role of ACH in Bermuda, these Vital Conversation participants reported that they benefited greatly from the session. All (100%) participants reported that the conversation and activities expanded their understanding of ACH outcomes in the Bermuda context. The prioritisation exercise was thought to be elucidating for many, *“Although the outcomes were predetermined, the deeper discussion did elicit more understanding of their reach and the perspective of other stakeholders.”* Participants also valued the opportunity to exchange ideas with fellow field experts. Comments reflecting this included, *“It was interesting to get the different perspectives of different organisations”* and *“the combined expertise and knowledge around the table gave [me] great hope that there is light at the end of the tunnel and we are all truly looking for the same results.”* Participants also felt that the conversation helped them see where they, as a field, needed to pursue more shared ideas and understandings, *“Advocacy is needed to achieve policy and resources, but some common ground will need to be found between ACH organisations regarding assumptions made and key action points.”* It is those shared understandings and mutual outcomes that could lead to more effective advocacy.

The majority (80%) of participants reported that the session caused them to examine their own organizational goals. One participant shared, *“We are continuously examining our organisational goals and outcomes! The conversation did serve as an affirmation of our direction and also, more broadly, the importance of such conversations in the ACH sector... as organisations are starting from different perspectives as to what ‘Culture’ is, and the level of institutionalisation necessary.”*



Other participants stated that the conversation reinforced the essential correlation between community priorities and philanthropic funding, *"We've got to re-examine our mission, strategy, and goals to re-align with what is important, and further [what is] beneficial to the community as a whole, and therefore encourage better and more funding."* Another participant aptly stated, *"I believe that if our Bermuda residents are educated, aware, and engaged in our unique arts, culture and heritage, this will increase our social interaction and understanding of roles to play, creating a greater sense of community that will lead to greater public and corporate policy that increases expenditure and support for arts, culture, and heritage."*

Overall, these results are encouraging as it is the hope of the Bermuda Community Foundation that the Vital Conversation Series, and the Vital Signs Programme in general, would facilitate the necessary synergies that lead to shared and focused efforts that improve the quality of life in Bermuda.

WHO NEEDED TO BE IN THE ROOM

Representatives of key government entities, policy influencers and makers, nonprofits, vendors and service providers in the relevant field were invited to participate in the convening. They were also encouraged to nominate additional participants we may not have considered. The purpose was to ensure that the convening outcome would reflect input from those with the greatest experience and knowledge of the topic under review. This would include senior civil servants, nonprofit executives, industry leaders and community experts in their respective fields. At the convening, participants were asked to step aside from their individual affiliations and participate in the discussions as policy influencers, programme and service providers, researchers and other professionals for the benefit of Bermuda.

WHO WAS THERE

Heidi Cohen*	Bermuda Arts Centre at Dockyard	Representative
T.J. Armand	Bermuda Festival of the Performing Arts	Executive Director
Nancy Smith	Bermuda Festival of the Performing Arts	Programme Director
Garry Phillips	Bermuda National Gallery	Chair
Irving Minors	Bermuda Society of Arts	Board Member
Nzingha Ming*	Bermuda Society of Arts	Gallery Director
Susanne Mayall	Kaleidescope Arts Foundation	Development and Administration
Peter Frith	St. George's Foundation	General Manager
Gavin Smith	The Chewstick Foundation	Executive Director
Diedra Bean	The Chewstick Foundation	Operations Manager
Graham Mawer	Government of Bermuda – The Department of Community & Culture Affairs	Cultural Liaison and Development Officer
Robin Dowling*	Troika Bermuda	Representative
Ginny Masters	Bermuda Festival	Event/Officer Administrator
Bill Zuill*	Bermuda National Trust	Executive Director
Amanda Outerbridge	Bermuda Community Foundation	Board Member (Observer)

*Regrets = Confirmed but not in attendance

The Vial Signs Convenings are facilitated with the support of the BCF Vital Signs team: Research Coordinator, Dr. Tamara Gathright Fritz of Strategic Evaluation Consulting; BCF Managing Director, Dr. Myra Virgil; BCF Programme Associate, Michelle Grant; and BCF Interns.

AN EVOLVING PROCESS

We strive to inform these convenings with high-level field and content area expertise. We ask participants to use their knowledge to inform this work at a national level. We appreciate the participation of the attendees of this convening. Also considered for participation, and therefore, potential community resources on this issue are:

Bermuda Arts Centre at Dockyard
 Bermuda Arts Council
 Bermuda Festival of the Performing Arts
 Bermuda Festival Purpose Trust
 Bermuda Folk Club
 Bermuda Historical Society Museum
 Bermuda Musical and Dramatic Society
 Bermuda National Gallery
 Bermuda Society of Arts
 DanceSations School of Dance

Government of Bermuda - Department of
 Community & Cultural Affairs
 In Motion School of Dance
 Kaleidescope Arts Foundation
 Long Story Short
 Master Works
 N'tertainment Bermuda
 Pegasus Express - VCS Productions
 Portuguese Cultural Association
 Sabor Dance School

Scribbles Art Shack
 Simons Music School
 St. George's Foundation
 The Chewstick Foundation
 The Chewstick Foundation
 The Menuhin Foundation
 Troika Bermuda
 United Dance Productions

THE BERMUDA VITAL SIGNS® ARE ALIGNED WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



11 SUSTAINABLE CITIES AND COMMUNITIES

Make cities and human settlements inclusive, safe, resilient and sustainable



VITAL CONVERSATIONS



COMMUNITY WELL-BEING: CITIZEN ENGAGEMENT & CIVIC RESPONSIBILITY CONVENING REPORT

This aspect of quality of life refers to the degree to which residents are actively engaged in the local culture and community, and are taking action to improve their community in terms of being a good place to live.

BERMUDA VITAL CONVERSATIONS

The Bermuda Community Foundation (the “foundation”) introduced Vital Signs® as an important step in identifying resident’s priorities related to their quality of life in Bermuda and the issues most important to them. The Vital Signs® programme has become a standard of excellence among community foundations around the world. It provides a methodology that evaluates community vitality and wellbeing and plays an important role in informing the allocation of resources. The reporting and prioritisation process is tailor-made to suit each jurisdiction’s needs.

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The foundation is hosting the Vital Conversation Series to further refine the valuable information gathered from the community. In this phase, local stakeholders convene to access public opinion, local, and international data for each of the Vital Signs® areas and prioritize the top outcomes that will guide the foundation’s funding strategy.

THE FINDINGS

The 2017 Bermuda Vital Signs Report revealed Community Wellbeing as one of seven priorities contributing to the quality of life in Bermuda. Community wellbeing is defined broadly by a variety of indicators, including those related to residents’ sense of engagement with civic life on the island. Less than half (47%) of residents scored Bermuda favorably for citizen engagement and civic responsibility.

Citizen engagement means working to make a difference in the civic life of the community and developing the combination of knowledge, skills, values and motivation to make that difference. It means promoting the quality of life in Bermuda, through both political and non-political processes. The promotion of citizen engagement is commonly thought to be the role of the government but certainly there are many local organisations that facilitate engagement of many kinds.

CITIZEN ENGAGEMENT & CIVIC RESPONSIBILITY



47%

← RESIDENTS RATE BERMUDA AS HIGH TO EXTREMELY HIGH →

Civic Responsibility is comprised of actions and attitudes associated with democratic governance and social participation. Civic responsibility can include participation in government, voting, church, and donating to and volunteering for local associations. Actions of civic responsibility can be displayed in advocacy for various causes, such as political, economic, religious, environmental or quality of life issues. In Bermuda, the charitable sector has seen a great deal of activity in this area. A healthy majority of resident (87%) reported that they had donated to a charity. As well, many residents (69%) reported that they had volunteered their time for a charitable cause.

Citizen engagement and civic responsibility are closely related and seen as integral to the quality of life in Bermuda and many free democratic societies. To make these concepts meaningful, the government and citizens must work together. The government and other organisations encourage and initiate citizen engagement by creating structures that provide for citizen voice in decision-making processes. The act of voting has always been the supreme measure of engagement and an act of civic responsibility. In Bermuda, both male (47%) and female (53%) voters are nearly equally represented amongst registered voters. In terms of age, the heaviest concentration (53.7%) of registered voters are between 40 and 69 years of age. However there is good representation across the age span with twenty seven percent (27.6%) ages 18 – 39, eleven percent (11.4%) ages 70 – 79, and seven percent (7.3%) aged 80 and over.

Beyond voting, the interplay between government and citizens must be more iterative. One example includes The Bermuda Citizens Forum, a website launched by the Bermuda Government to encourage public discussion and input on proposed legislation and policies. As well, individuals must see civic participation as a personal responsibility and have clear motivation, knowledge and skill to participate.

WHAT PEOPLE THINK

69%

of residents volunteered their time for a charitable cause in past year

87%

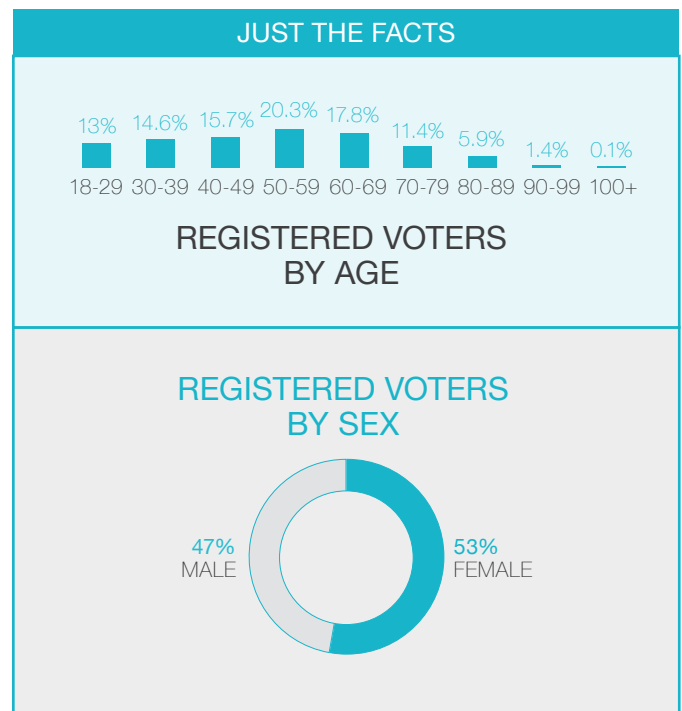
of residents made a donation to a local charity or non-profit in the past year

From a global perspective, poverty has stood as one of the most common barriers to civic participation, but certain conditions of poverty have also spurred grass root movements to improve conditions. Some other common obstacles include the lack of: civility in the political arena; attention to public affairs; role models (active in civic life); and civic and political skill. In terms of building civic and political skills as well as providing role models, one local example is the Youth Parliament whose stated mission is to provide education on parliamentary procedures, create awareness of current events and issues on a local and global scale. Efforts such as this help to build civically active individuals and prepare them for leadership.

Engaged and civically responsible citizens can improve the delivery and quality of public services, enhance the management of public finances, and bring about greater transparency, accountability and social inclusion - resulting in tangible improvements in the quality of life in Bermuda.

THE PLAN

On September 29, 2018 the eighth in the series of Vital Conversations was convened with sector experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.



CITIZEN ENGAGEMENT VS. CITIZEN PARTICIPATION

CITIZEN ENGAGEMENT	CITIZEN PARTICIPATION
 Government initiated	 Citizen initiated
Formal	Informal
Aim: improving public service deliveries and public policies programs	Aim: improving public service deliveries and public policies programs

VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

• CITIZEN ENGAGEMENT & CIVIC RESPONSIBILITY •

Changes to public attitudes and behaviour		
Change in public attitudes	Change in public behaviour	Increase in public awareness
<ul style="list-style-type: none"> Change in people's attitudes towards a specific issue 	<ul style="list-style-type: none"> Observed change in behaviour based on pre-defined metrics Self-reported change in behaviour based on pre-defined metrics 	<ul style="list-style-type: none"> Number of people aware about a specific campaign
Improved citizens		
Improved attitude towards others from different backgrounds	Improved view of the community and local area	Improved willingness to be involved in community activities
<ul style="list-style-type: none"> Improved attitude towards others from different backgrounds 	<ul style="list-style-type: none"> Score on psychological scales measuring community perception and feelings towards local area 	<ul style="list-style-type: none"> Number of hours in the previous four weeks spent doing unpaid or voluntary work for any organisation Number of people who given any unpaid help or worked as a volunteer for any type of local, national or international organisation or charity Score on NCS or similar scale measuring participation and helping others
Strong public participation in citizenship and communities, and good social cohesion		
Improved public and community awareness	Increased Rates of Voting	Increased sense of belonging in the community
<ul style="list-style-type: none"> Change in public perception around the values of citizenship and community Level of media exposure for communities and related issues (e.g. number of relevant articles published in the mainstream media; exposure on tv, radio; internet traffic) Level of public and community awareness of the community and what it offers 	<ul style="list-style-type: none"> Percentage of registered voters who voted in the last general election 	<ul style="list-style-type: none"> Number of people who report feeling a sense of belonging in the community

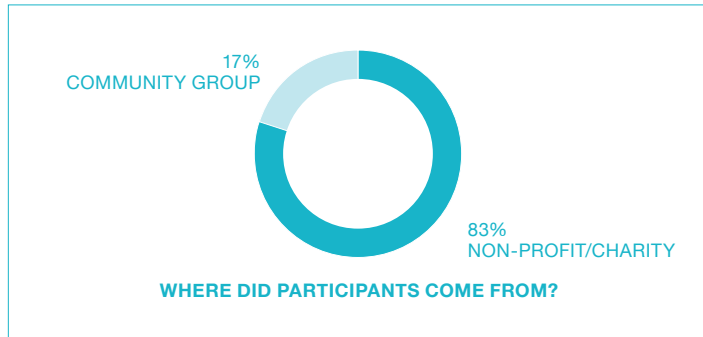
Key Outcome Category **Specific Outcome** • Indicator(s)

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WHAT THE EXPERTS SAID

Most participants for this conversation were from the charity/non-profit sector (83%) and the remainder representing community groups (17%). Together, this group engaged in thoughtful and fruitful conversation. A participant who valued the conversation stated, *“there is always room for growth and improvement in organizational aims and objectives. It was great to cross-reference with others in the group, to network and to develop a better sense of how we can work more collaboratively in Bermuda to achieve similar goals and outcomes.”* Another participant shared, *“If you change the way people think, you can change society. There is transformational learning that occurs within community meetings and convenings.”* This would suggest that the actual experience, of convening diverse individuals to share their perspectives and to collaboratively seek solutions, could lead to change in the greater society.

“ this exercise is important because it helps us identify the most important levers of change that may indeed help move other important outcomes ”
 - Participant comment



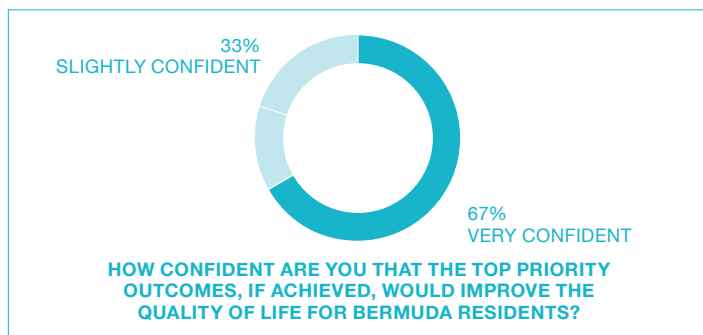
The goal of the convening was to yield prioritised outcomes and many participants (66.67%) felt very confident that the resulting outcomes would improve the quality of life for Bermuda residents. The remainder were slightly confident (33.33%) of the efficacy of the outcomes. This relevant quote from a participant encompassed a high level of confidence in the ultimate outcome of their work, *“if the top outcomes are achieved, more people will participate in society.”* Given that the primary goal of this group was to increase and/or improve civic engagement and responsibility, there was a general theme that the chosen outcomes would begin to accomplish this goal. Another participant shared, *“I believe the top priorities chosen by the group are a good start in helping Bermuda citizens feel more like an intricate part of a country that has a quality of life and living that engages and supports everyone.”*

In terms of the outcomes that were prioritised, many participants placed the onus for change on individual citizens with individual attitudes and behavior as primary. The top outcomes were - Changes to public attitudes and behavior, Improved Citizens, and Strong public participation in Citizenship and Communities, and Good Social Cohesion. This could indicate that some participants believed that sufficient structures were in place allowing for citizens to freely engage in their civic responsibilities. However, there was also a strong spirit for advocacy amongst the group. While the focus was on the individual, many valued the power of collective individual action to create change. One participant stated, *“that regulatory and government structures - needed for better society – is connected to individual activism, morals and values. We are talking about these things together.”* Clearly there are several things that government and other societal structures could do to increase full participation across all members of society but ultimately this is representative of a healthy democratic society.

Finally, there was a clear sense that this was a preliminary process that would require more attention in the future, as evidenced by the following comment, *“this exercise is important because it helps us identify the most important levers of change that may indeed help move other important outcomes.”* Another commented, *“if the top priority outcomes selected by the group are reached, we will observe a ripple effect on other important outcomes from the original list. In that sense, I am confident that their achievement will impact the society at large.”*

WHO NEEDED TO BE IN THE ROOM

Representatives of key government entities, policy influencers and makers, nonprofits, vendors and service providers in the relevant field were invited to participate in the convening. They were also encouraged to nominate additional participants we may not have considered. The purpose was to ensure that the convening outcome would reflect input from those with the greatest experience and knowledge of the topic under review. This would include senior civil servants, nonprofit executives, industry leaders and community experts in their respective fields. At the convening, participants were asked to step aside from their individual affiliations and participate in the discussions as policy influencers, programme and service providers, researchers and other professionals for the benefit of Bermuda.



WHO WAS THERE

Adrian Harnett-Beasley	Deputy Chair/ Co-Founder	OUTBermuda
	Official Board Member	Wesley Methodist Church
Cordell Riley	Vice President	Citizens Uprooting Racism in Bermuda
Danielle Riviere*	Executive Director	Centre on Philanthropy
	Executive Officer (former)	Commission for Unity and Racial Equality
David Northcott	Member	Two Words and a Comma
	Diversity Consultant / Trainer	British Airways / Metropolitan Police
	Programme Manager (former)	Diversity Institute of Bermuda
Françoise Palau-Wolffe	Human Rights Coordinator	Warwick Academy
	Chairperson (former)	Amnesty International Bermuda
Glen Fubler	Director	Imagine Bermuda
Janet Ferguson, PhD	Executive Director	Lifelong Learning Centre
Joanne Wohlmuth	Chairperson	Peace and Social Justice Ministry of the Roman Catholic Church
	Human Rights Mediator	Consultant
	Social Activist Contemplative	The Living School, Center for Action and Contemplation (New Mexico)
Lisa Reed*	Executive Officer	Human Rights Commission
Lynne Winfield	President	Citizens Uprooting Racism in Bermuda
Michelle Scott	Director	Citizens Uprooting Racism in Bermuda
	Former Chair	Human Rights Commission
	Former Chair	Commission for Unity and Racial Equality
Nadine Henry*	Senior Youth Services Development Officer	Youth Services / Department of Youth & Sport / Government of Bermuda
Russel Lister*	Advisor	Youth Parliament
Sara Clifford*	Education Officer	Human Rights Commission

*Regrets = Confirmed but not in attendance

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AN EVOLVING PROCESS

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Access Bermuda
 Age Concern Bermuda
 Ageing and Disability Services
 Association of Bermuda International Companies
 – Diversity and Inclusion Committee
 Bermuda Centre for Creative Learning
 Bermuda College / Student Groups
 Centre Against Abuse
 Centre for Justice
 Chain Reaction / Rachel's Challenge

Community Education and Development Programme
 – Government of Bermuda
 Youth Services, Department of Youth & Sport –
 Government of Bermuda
 ICT Policy & Innovation – Government of Bermuda
 Parliamentary Registrar Office
 Rotary Interactors
 Windreach
 Women's Resource Centre





DIVERSITY & INCLUSION CONVENING REPORT

Diversity and inclusion in a community is based on how well a community treats its vulnerable populations and where diversity is welcomed and celebrated. It is an indicator of a community's awareness and ability to address disparities

BERMUDA VITAL CONVERSATIONS

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The foundation hosted the Vital Conversation Series to further refine the valuable information gathered from the community. In this phase, local stakeholders convened to access public opinion, local, and international data for each of the Vital Signs® areas and prioritize the top outcomes that will guide the foundation’s funding strategy.

THE FINDINGS

The 2017 Bermuda Vital Signs Report revealed Diversity and Inclusion as one of seven priorities contributing to the quality of life in Bermuda. Diversity and inclusion in a community is based on how well a community treats its vulnerable populations and where diversity is welcomed and celebrated. It speaks to a community’s awareness and ability to address disparities, particularly with respect to low income, gender, disability, race, sexual orientation, and age.



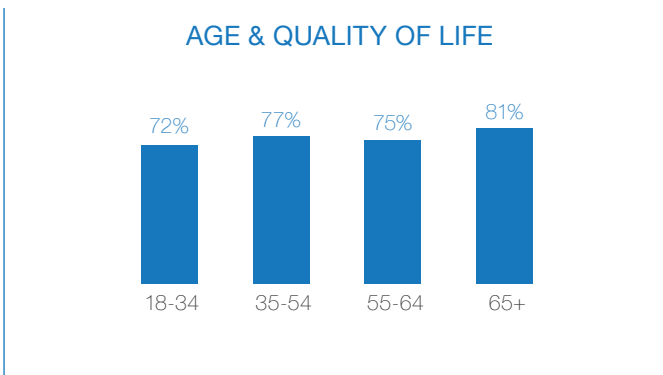
The Vital Signs report assessed residents’ feelings of acceptance by their community. Residents were asked to indicate how often, if ever, they felt uncomfortable or out of place for various reasons. It is positive to note that the bulk of residents reported that they never felt out of place because of their citizenship, religion, gender, or sexual orientation. Most notably, the majority of the population felt uncomfortable or out of place because of their skin colour or race. Those more likely to feel out of place because of their skin colour or race include women (35%), middle and higher household income earners (33% and 35%), residents between the ages of 35 - 54 years (36%), and non-Bermudians (38%) compared to their respective counterparts. At the same time, it is interesting to note that black (29%) and white (31%) residents are equally likely to experience feelings of alienation because of their skin colour or race.

Results from the Vital Signs report survey showed some important differences in perceived quality of life according to age. The quality of life, experienced across the population, improves slightly with age with residents aged 65 years and older rating their quality of life more positively than others. Residents’ priorities vary with respect to the factors which can determine quality of life. Younger residents cited greater concern on the economy, employment, cost of living, cost of housing, and the environment.

WHAT PEOPLE THINK

RACE	CITIZENSHIP	RELIGION	GENDER	SEXUAL ORIENTATION
31%	23%	12%	8%	5%
of residents feel uncomfortable or out of place some or all of the time because of their skin colour or race	of residents feel uncomfortable or out of place some or all of the time because of their citizenship status	of residents feel uncomfortable or out of place some or all of the time because of their religion	of residents feel uncomfortable or out of place some or all of the time because of their sexual gender	of residents feel uncomfortable or out of place some or all of the time because of their sexual orientation

WHAT PEOPLE THINK



By comparison, older residents were more concerned with the population's physical and mental health, crime and violence, and diversity and inclusion. Meanwhile, residents within the middle age categories (between 35 and 64 years old) point to a greater need for improved conditions in terms of access to higher education and the availability of housing.

Certain segments of the population, including women, black residents, and youth experience higher levels of stress compared to their respective counterparts, and are less satisfied with their quality of life and many of the factors that support it. Interestingly, the level of stress reported by residents is consistent across income levels. Moreover, the prominent racial inequities evident in Bermuda merit attention, especially regarding unemployment, occupation, income, and education as they relate to quality of life.

THE PLAN

On December 9, 2018 the ninth in the series of Vital Conversations was convened with sector experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.

JUST THE FACTS

RESIDENTS BY AGE

RESIDENTS BY SEX

RESIDENTS BY RACE

VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

• DIVERSITY & INCLUSION •

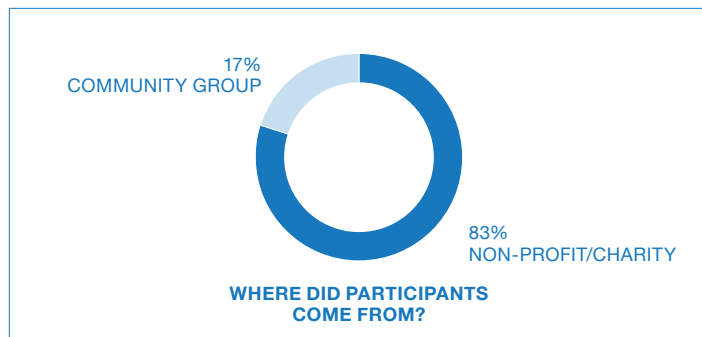
Income equality	Public policy and expenditure that supports good quality employment,	
Improved income equality	Improved incentives to employment	
<ul style="list-style-type: none"> Average household disposable income Increase in income as a result of the multiplier effect Ratios of highest paid to lowest paid employees across private, public and third sectors 	<ul style="list-style-type: none"> Availability and use of back to work programmes Government support for flexible job schedules and for work-life balance 	
Reduced harassment and bullying		
Change in level of sexual harassment	Reduced prevalence of bullying in schools <i>(links to a reduced prevalence of bullying in schools which can lead to students feeling calmer/less anxious that can result in an increase in educational attainment)</i>	Reduced prevalence of workplace bullying <i>(links to employees feeling calmer/less anxious leading to an increase in employee morale)</i>
<ul style="list-style-type: none"> Proportion of people claiming to have been a victim of sexual harassment in the last 12 months 	<ul style="list-style-type: none"> Number of school pupils claiming to have been bullied 	<ul style="list-style-type: none"> Number of people claiming to have been harassed or bullied at work
Change in contact with the Criminal Justice System	Strong and safe communities	
Reduced level of negative interaction with Criminal Justice System	Increased public support for the tolerance of difference	
<ul style="list-style-type: none"> Number of First Time Entrants (FTEs) into the Criminal Justice System Number of Penalty Notices for Disorder (PND) Number of Police Cautions Issued Number of prosecutions and convictions 	<ul style="list-style-type: none"> Change in levels of discrimination of stigma in society toward people on any grounds Rates of hate crime, racially motivated attacks and violence Support of differences (including nationality, socio-economic status, sexuality, religion, political views) 	

Key Outcome Category **Specific Outcome** • Indicator(s)

We are pleased to make more detailed outcome and indicators reporting available to BCF fund holders. Special terms and conditions apply. Contact info@bcf.bm

WHAT THE EXPERTS SAID

A majority of participants for this conversation were from the charity/non-profit sector (83%) and the remainder represented community groups (17%). Some participants represented organisations whose work focused on a specific segment of the population, while others represented groups focused on specific social issues. Their varied perspectives contributed to a productive conversation. One participant commented on the opportunity to collaborate in this conversation, *“I’m happy to be a resource and provide more commentary and get feedback for my organisation on these important issues. Policy structure and resources are all going to be needed - and hopefully we get a framework that gets over the hurdles of being so siloed in the area of diversity, equity, and inclusion. I think that the exercise [prioritising outcomes] was wonderful and hopefully the Bermuda Community Foundation has achieved its goals in continuing its successes following the Vital Signs survey.”*



Participants were asked to state their confidence in the efficacy of the prioritized outcomes. The participants were split down the middle in terms of their confidence that the prioritized outcomes (if achieved) would improve the quality of life for Bermuda residents. Fifty percent reported that they were extremely (16.67%) to very confident (33.33%) and fifty percent of participants reported moderate (16.67%) to slight confidence (33.33%). This division is likely due to many factors including optimism for the future and pragmatic perspectives rooted in past experiences of discrimination and exclusion.

As well, the purpose of this exercise was to consider diversity and inclusion for all Bermuda residents which comprises several groups with equally varied histories and experiences of discrimination. One participant shared skepticism for the possibility that the different groups would be able to work together to obtain the prioritized outcomes, *“It is therefore not surprising that people see ‘diversity’ through different lenses. When another area is not their focus, its importance diminishes, irrespective of the conversation in the room. The conversation reinforced my conviction that individual groups are still going to be fragmented in this area and are going to continue to be weakened collectively as we each continue to fight our own battles.”*

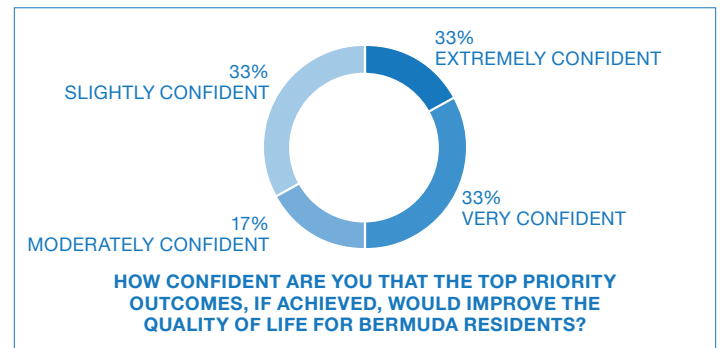


I feel that the outcomes are positive and achievable but not without legislation and access to legal advice...

- Participant comment



Another comment reflected the necessity of interdependence amongst the different organisations, despite perceived acceptance in the community for a specific group and/or cause – *“I still feel that our organisation won’t get the same credibility in Bermuda as [organisations working on] issues of race and gender. However, we’ve always been focused on collaboration and how issues of sexuality intersect with those of race and gender, partly because of how important it is to our community, but also because as a small organization we cannot operate in a silo.”* In the distillation of these comments, both recognised the need for all participants to see beyond their particular causes and work together toward the goal of inclusion and appreciation of diversity for all who inhabit the island.



There was a shared perspective that the desired changes, regardless of organizational focus, would require legislative action. Participants commented that *“the achievement of the outcomes would require structural change”,* and *“I feel that the outcomes are positive and achievable but not without legislation and access to legal advice...I was happy to see the top outcome, but there [will be] heavy work getting there!!”* Another participant shared that legislative change was the only way their constituents were able to gain ground – *“The outcomes as ranked in the first round [of the prioritization exercise] do not resonate with my organization. There is no ability to change hearts and minds, so creating a legal framework was our only way to gain ground. People at the top have the responsibility to provide structures that allow people to experience their constitutional rights.”*

There was also the recognition that achieving the outcomes would require a great deal of citizen agency – *“The top priorities chosen in the context of Diversity and Inclusion often imply a structural change and a strong political will. The road to achieving these goals will be lengthier as it will require, in addition to educational efforts, activism on the ground and engagement of the civil society in the political process.”*

Some participants correlated the lack of inclusion to income inequality. One participant stated that by *“addressing income inequality [we would have] addressed one of the major divides in Bermuda.”* There seemed to be a perception amongst some participants that, despite membership in any marginalized group, poverty represented a common thread in the fabric of social exclusion.

Another participant suggested that income equality in Bermuda was a more tangible and obtainable goal - *“I do believe we need to do something concrete like income inequality, and not just through minimum wage increases, but in all ways that wage disparities separate the ‘haves from the have-nots’. For example, how wage earners are taxed would be a great way to begin the process of inclusion in a very tangible fashion. Then to support this by reviewing policies and procedures and training to educate and re-educate as well as establishing effective strategies to minimize the “othering” of those who are not like us, is a good place to start.”* While it is not uncommon for historically marginalized groups to be over represented in the lower income echelons of society, it is not true for all groups.

Ultimately, it appeared that the majority of participants agreed that legislative action, structural changes, and citizen agency were crucial to achieving the prioritized outcomes. One participant eloquently captured this sentiment along with the recognition that human compassion was needed for any degree

of change. *“As a colonial western society, by our very nature we are traumatized, burdened with guilt, shame and ancestral anger and suffering. Yet in our deepest wounds is our greatest hope, strength and opportunity to heal and grow. We therefore need to put structures, policies and procedures in place to help us become a more compassionate society. This does not happen by throwing “crumbs” to “the other” or by creating more charitable deeds for the ‘other’ (we are already doing that quite well); but, by looking the other in the eye and knowing, trusting and believing that ‘they’ and ‘we’ are one. This is true compassion! Out of this place of caring and with this kind of attitude we can become truly serious (and sincere) about the policies and resources we put in place and know that to help ‘the other’ is to help ourselves and to help all of us. So I believe it is not so much what we do...as we don’t lack trying here in our Bermuda community, but more HOW we do what we do and with what intentionality, compassion and deep desire do we apply our efforts so that they stick, support and evolve as we do, as community.”*

WHO NEEDED TO BE IN THE ROOM

Representatives of key government entities, policy influencers and makers, nonprofits, vendors and service providers in the relevant field were invited to participate in the convening. They were also encouraged to nominate additional participants we may not have considered. The purpose was to ensure that the convening outcome would reflect input from those with the greatest experience and knowledge of the topic under review. This would include senior civil servants, nonprofit executives, industry leaders and community experts in their respective fields. At the convening, participants were asked to step aside from their individual affiliations and participate in the discussions as policy influencers, programme and service providers, researchers and other professionals for the benefit of Bermuda.

WHO WAS THERE

Adrian Harnett-Beasley	Deputy Chair/ Co-Founder	OUTBermuda
	Official Board Member	Wesley Methodist Church
Cordell Riley	Vice President	Citizens Uprooting Racism in Bermuda
Danielle Riviere*	Executive Director	Centre on Philanthropy
David Northcott	Executive Officer (former)	Commission for Unity and Racial Equality
	Member	Two Words and a Comma
	Diversity Consultant / Trainer	British Airways / Metropolitan Police
	Programme Manager (former)	Diversity Institute of Bermuda
Françoise Palau-Wolffe	Human Rights Coordinator	Warwick Academy
	Chairperson (former)	Amnesty International Bermuda
Glen Fubler	Director	Imagine Bermuda
Janet Ferguson, PhD	Executive Director	Lifelong Learning Centre
Joanne Wohlmuth	Chairperson	Peace and Social Justice Ministry of the Roman Catholic Church
	Human Rights Mediator	Consultant
	Social Activist Contemplative	The Living School, Center for Action and Contemplation (New Mexico)
Lisa Reed*	Executive Officer	Human Rights Commission
Lynne Winfield	President	Citizens Uprooting Racism in Bermuda
Michelle Scott	Director	Citizens Uprooting Racism in Bermuda
	Former Chair	Human Rights Commission
	Former Chair	Commission for Unity and Racial Equality
Nadine Henry*	Senior Youth Services Development Officer	Youth Services / Department of Youth & Sport / Government of Bermuda
Russel Lister*	Advisor	Youth Parliament
Sara Clifford*	Education Officer	Human Rights Commission

*Regrets = Confirmed but not in attendance

The Vial Signs Convenings are facilitated with the support of the BCF Vital Signs team: Research Coordinator, Dr. Tamara Gathright Fritz of Strategic Evaluation Consulting; BCF Managing Director, Dr. Myra Virgil; BCF Programme Associate, Michelle Grant; and BCF Intern Mercedes Pringle.

AN EVOLVING PROCESS

We strive to inform these convenings with high-level field and content area expertise. We ask participants to use their knowledge to inform this work at a national level. We appreciate the participation of the attendees of this convening. Also considered for participation, and therefore, potential community resources on this issue are:

Access Bermuda
 Age Concern Bermuda
 Ageing and Disability Services
 Association of Bermuda International Companies
 – Diversity and Inclusion Committee
 Bermuda Centre for Creative Learning
 Bermuda College / Student Groups
 Centre Against Abuse
 Centre for Justice
 Chain Reaction / Rachel's Challenge

Community Education and Development Programme
 – Government of Bermuda
 Youth Services, Department of Youth & Sport
 – Government of Bermuda
 ICT Policy & Innovation
 – Government of Bermuda
 Parliamentary Registrar Office
 Rotary Interactors
 Windreach
 Women's Resource Centre

THE BERMUDA VITAL SIGNS® ARE ALIGNED WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



5 GENDER EQUALITY Achieve gender equality and empower all women and girls

10 REDUCE INEQUALITIES Reduce inequality within and among countries

16 PEACE, JUSTICE AND STRONG INSTITUTIONS Promote peaceful and inclusive societies for sustainable development



ECONOMY & WORK: COST OF LIVING CONVENING REPORT

This aspect of quality of life refers to the overall economic viability and sustainability of a community, including the role and contribution that the local economy plays in the broader regional and global context

THE ECONOMY



COST OF LIVING



RESIDENTS RATE BERMUDA AS HIGH TO EXTREMELY HIGH

BERMUDA VITAL CONVERSATIONS

The Bermuda Community Foundation (the “foundation”) introduced Vital Signs® as an important step in identifying resident’s priorities related to their quality of life in Bermuda and the issues most important to them. The Vital Signs® programme has become a standard of excellence among community foundations around the world. It provides a methodology that evaluates community vitality and wellbeing and plays an important role in informing the allocation of resources. The reporting and prioritisation process is tailor-made to suit each jurisdiction’s needs.

In Bermuda, we conducted research on the community’s priorities, determined standardised outcomes based on that information and then sought further input from field experts in order to prioritise funding needs. This last step is carried out through convenings, known as “Vital Conversations”.

The foundation is hosting the Vital Conversation Series to further refine the valuable information gathered from the community. In this phase, local stakeholders convene to access public opinion, local, and international data for each of the Vital Signs® areas and prioritize the top outcomes that will guide the foundation’s funding strategy.

THE FINDINGS

The 2017 Bermuda Vital Signs Report revealed that Bermuda’s performance on factors related to the economy and work were areas of concern for many residents. Indeed, residents generally perceived the Island’s performance as only fair in this regard. With respect to factors assessed in Bermuda’s quality of life, the perceived cost of living appeared to be the most problematic area. This was evidenced by the rate of inflation, as well as perceptions of

unchanged household well-being and conditions for making a large purchase. Nearly two-thirds of residents reported unchanged conditions in their own household economic wellbeing over the past year (62%). That said, two in ten residents had experienced improvement (19%), while the same proportion reported that their economic well-being was worse than it was a year ago. Taking into consideration the impact of inflation on the purchasing power of the dollar, it was no surprise that the level of stress regarding household financial debt increased. At the time of the Vital Signs report, the Bermuda Debt Stress Index was at 33 points, up 13 points compared to a low point observed in 1999.

HOW DO WE COMPARE?



REAL GDP

The gross domestic product (GDP) is one of the primary indicators used to gauge the health of a country’s economy. It represents the total dollar value of all goods and services produced over a specific time period, often referred to as the size of the economy. Real growth rate compares GDP growth on an annual basis adjusted for inflation and expressed as a percent

RATE OF INFLATION

A measure of how fast a currency loses its value. The inflation rate measures how fast prices for goods and services rise over time, or how much less one unit of currency buys now compared to one unit of currency at a given time in the past.

The Vital Signs Report also revealed that the employment situation on the Island was a source of concern for residents. The job market (total filled jobs) had declined for a seventh consecutive year, most notably within the public administration sector. The job market grew by half of one per cent in 2016, the first annual increase in eight years.

WHAT PEOPLE THINK

HOUSEHOLD ECONOMY

62%

Residents report unchanged conditions in their own household economic wellbeing over the past year

BERMUDA ECONOMY

47%

Believe the economy of Bermuda is now better than it was in the previous year

PURCHASE CONDITION

53%

Residents believe that conditions for making a major purchase have not changed compared with last year

EMPLOYER COMMITMENT

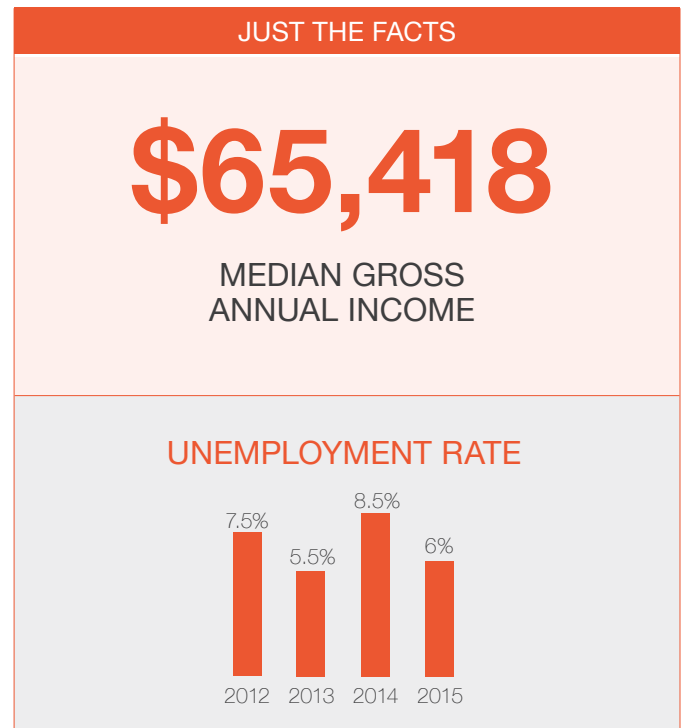
52%

Residents who are employed feel their employer has a high level of commitment to them as employer

Nevertheless, the percentage of households in the lowest income band (\$1 - \$36,000) increased 4 percentage points during the 2010 to 2016 period while the highest income band (\$144,000 and over) decreased by 4 percentage points over the same period. Interestingly, the Consumer Confidence Index had risen over the past four years, which suggested that positive opinions were gaining strength. Although residents were optimistic about the current and future state of the Island's economy, they were less confident in their household well-being.

THE PLAN

On July 20, 2018 the fifth in the series of Vital Conversations was convened with employment, cost of living and economy experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.



VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

COST OF LIVING

Income equality	Public and corporate policy and expenditure that supports fair income and financial inclusion		
Improved income equality	Improved public assistance	Improved investment, expenditure and procurement	Improvements in policy and legislation
<ul style="list-style-type: none"> • Average annual costs of servicing debt • Average annual poverty premium [note: the idea that people in poverty often pay more for the same products or services than people above the poverty threshold] • Average household disposable income • Increase in income as a result of the multiplier effect [note: economic effect where an increase in spending produces an increase in national income and consumption greater than initial amount spend] • National levels of poverty • Ratios of highest paid to lowest paid employees across private, public and third sectors 	<ul style="list-style-type: none"> • Level of benefits available to address financial inclusion • Number of people who qualify for financial assistance • Proportion of people who are accessing the financial assistance for which they qualify 	<ul style="list-style-type: none"> • Corporate investment and expenditure (giving) on improving financial inclusion • Government expenditure/ funding for programmes • Government investment in financial inclusion • Procurement practices and public sector contracts that are designed to improve social outcomes (eg. contracts and practices that support socially-motivated financial institutions and financial infrastructure, outcomes-aligned contracts) 	<ul style="list-style-type: none"> • Changes in policy and legislation (eg. wage legislation, consumer protection and fair treatment) • Changes to regulation • Level of relevant parliamentary activity (eg. white papers published, committees formed, consultations or reviews conducted, citations made)
Increased financial literacy			
Improved attitudes to personal financial matters	Increased knowledge of personal finance	Increased likelihood of seeking advice on financial matters	
<ul style="list-style-type: none"> • Number of people agreeing or disagreeing with attitudes statements: <ul style="list-style-type: none"> - I find it more satisfying to spend money than to save it for the long term - I tend to live for today and let tomorrow take care of itself - Money is there to be spent 	<ul style="list-style-type: none"> • Scores on questions relating to value of money, risk and return, interest and budgeting 	<ul style="list-style-type: none"> • Number of people seeking advice for debt 	

Key Outcome Category **Specific Outcome** • Indicator(s)

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Strong public awareness and participation in matters relating to financial inclusion, and good sectoral understanding of how to achieve it

Improved public awareness and engagement	Improved sectoral understanding as to how to achieve better financial inclusion	Improved stakeholder participation with decision making and with issues
<ul style="list-style-type: none"> • Change in perception and level of trust from excluded people towards financial institutions • Change in public perception toward issues of financial exclusion and improvements to any underlying prejudice or stigma • General availability of information • Level of media exposure (e.g. number of articles published on the subject in mainstream media; exposure on tv, radio; internet traffic) • Level of public awareness about the causes and consequences of the problem • Public events, rallying and campaigning 	<ul style="list-style-type: none"> • Funding for research • Innovation of new ideas, technologies and approaches • Research and evidence relating to the problem and interventions (e.g. studies conducted, papers published) • Retirement of previous methods shown by research to be ineffective • Support for the sector through quality umbrella bodies • Uptake of new ideas by organisations or the government 	<ul style="list-style-type: none"> • Levels of stakeholder choice regarding financial services and support • Institutional and organisational engagement with stakeholders • Levels of stakeholder involvement in the design and provision of financial services and support

Fewer people have unmet basic needs

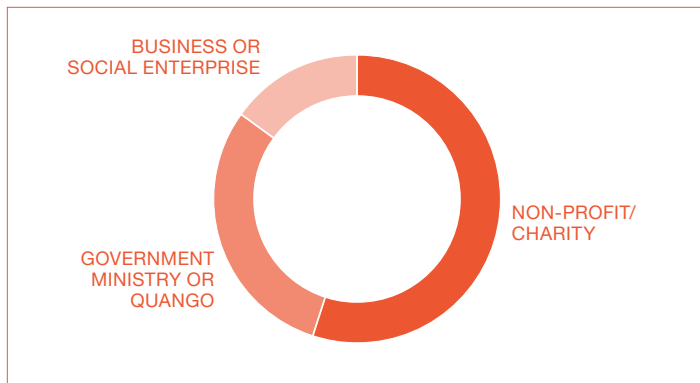
More people have sufficient and suitable food	The energy (gas/electricity) needs of more people are met
<ul style="list-style-type: none"> • Number of foodbanks • Number of people attending foodbanks • Number of people classed as obese • Number of people suffering from malnutrition 	<ul style="list-style-type: none"> • Gas and electricity consumption per household • Number of people living in houses without basic utilities • Proportion of income spent on energy

Key Outcome Category **Specific Outcome** • Indicator(s)

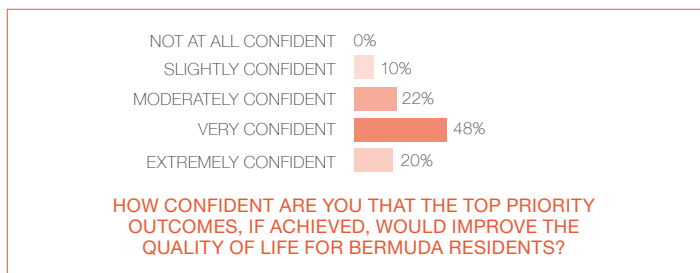
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WHAT THE EXPERTS SAID

The Vital Conversation on Economy and Work was divided into two sessions focusing on Cost of Living and Employment. The majority of participants attended both topical sessions. The conversations benefited greatly from the diversity of representatives including business, government and non-profit sectors. One participant stated that *“it was really important to hear inter-disciplinary and cross organizational perspectives on the employment outcomes.”*



With the diversity of sectoral perspective, there was still a healthy majority (68.42%) expressing confidence that the prioritised outcomes would lead to improved quality of life for Bermuda residents. Participants stressed that success was predicated on shared goals and sustained cooperative efforts. One participant stated, *“many of the elements have to occur in collaboration - and stakeholders have to remain committed in the long-term.”*



While there was agreement on the prioritised outcomes, some felt that more innovative approaches were needed in the areas of education and training, as expressed in the following quote: *“I believe that access to high quality employment, training and education provides the foundation that enables people to be productive members of society. I believe that high quality education and training has to fall in categories that do not necessarily reflect academic or vocational definitions that have defined education to the present day. I believe that educational and workplace training needs to be a more blended experience providing real world relevance and consequences to educational*

“ Ensuring a high level of training and education to prepare Bermudians for the workforce is critical to improve quality of life for all Bermudians **”**

- Nonprofit sector member

outcomes at an earlier age. From this perspective, public policy has a large role to play in supporting the development of blended learning institutions whether that be technical training centres or social enterprises that enable ‘earn and learn’ pathways from education to employment.”

Participants were mindful of the direct correlation between employment and education, with many expressing the desire to find ways to improve student achievement. For example, one participant stated, *“Ensuring a high level of training and education to prepare Bermudians for the workforce is critical to improve quality of life for all Bermudians.”*

Concurrently, another participant predicated their level of confidence, in the effectiveness of the prioritised outcomes, on improvements in the education system and student achievement. This participant stated, *“My only concern, (which negates my ability to select ‘extremely confident’), is the end result of ‘improved academic success’ within the Employment session. Without the improved performance of our students, we will not be able to achieve or show positive growth in all of the other measurables...as one must be employable, regardless of career path chosen.”*

Another participant felt that the education system needed to provide more diverse avenues for student success, thus creating more opportunities for graduates to participate in the economy, *“Our population should have the right skill set and ability to access service jobs. Education is a barrier to access. Vocational preparation is important and could have been higher [in outcome priorities] so that everyone can participate in the economy. We have a way to go in terms of offering more vocational opportunities like apprenticeships and intern placements. The essential economy is staffed with the people who hold vocational training and they are essential to our way of life.”*

In a related comment, another participant added that the educational system should ensure that all students, regardless of intended profession, graduate with a solid academic foundation but that there also needed to be more of a focus on technology, *“Students need to be able to read and write when they graduate. Even essential service providers need these skills and everyone has to be able to use technology. Even service providers now*

rely on technology, not just their hands. We need to change the paradigm that there are two educational tracks (academic and vocational). That's not the reality."

Educational and skill-building comments were not limited to school-age children and young adults but there were also many sentiments shared about the need to include the seniors, "older workers are more and more common. We need to be thinking about how to employ the older worker because they haven't kept up with technology and innovation. Actually the same is true for the generation just below the seniors because they too have not increased their skills to keep up with the demands of the workforce. Many, [seniors and others] are intimidated by new technologies. There are no structures to help them keep up with the job market."

Many participants outlined that reforms were also needed in other areas, such as the banking industry. There were participants who also believed that increased banking regulations and lending practices would help strengthen the economy.

One participant stated, "The lack of oversight for the banks [is a problem]. The BMA has a *laissez faire* approach. They have no leverage over the banks. They do not control the banks. There needs to be banking reform. They [banks] lend too much so credit dries up. Fundamental reform of the BMA is needed and they need more technical staff. Policymakers have the attitude that the BMA doesn't have the power to regulate the banks, but the BMA is supposed to provide monetary stability."

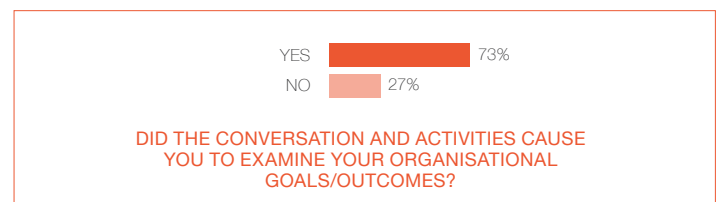
Other participants believed that the local economy would improve if banks were more vested in the success of local businesses, "We need consumer lending because banks don't want to take the risks. They [banks] don't have to care because their profits are not based on local business. Banks can pick and choose their customers. If you don't have a bank account you cannot legitimize yourself as a person for employment, etc. The key is policy change that gives people more access to resources and opportunities," and "Investing in the local economy is so important for small business. We need to create entrepreneurs. Bermuda is an unfriendly place for small businesses. There is a big gap between large international corporations and small businesses and no focus on the broad base of reforms for small business. We will continue to create the ruling and servant classes if we don't push for reforms."

Some others expressed the opinion that the outcomes could only materialize unless there was a more fundamental paradigm shift in the country. One participant stated that "A wholesale

shift in the willingness to change the way Bermuda is led and managed, across the community, political and business [spheres]." Still others expressed that the main issue was economic inequality, as evidenced in the following statements: "Equality remains at the top because historical oppression of black Bermudians is the underlying issue. Equal access to education and opportunities are the problem" and "The elephant in the room that most of our social issues are related to is the extreme income gap, and those people are angry, disconnected, and disenfranchised. . .until we address that gap, we will continue to see what we see [economic inequality]."

In terms of the impact of the sessions on the participants, everyone reported that their understanding of the topics and outcomes was expanded. This was evidenced in many statements including: "Talking with representatives in their select fields of expertise was helpful in gaining insight. For me, an understanding of the economical climate as seen by those in finance or as economists, was particularly helpful. Looking at and discussing the specific indicators of success outlined the potential impact these outcomes could have on the island" and "I especially appreciated the diversity of voices in the room and the willingness of participants to take on broad divergent perspectives as we sought to assess what is best for Bermuda overall."

Some participants were also pleased with the group examination of the outcomes and indicators, "It was interesting to see the range of metrics used to measure and evaluate the factors which enabled individuals to participate in the workplace."



Participants also reported that the sessions had an impact on the goals and outcomes of their respective organisations. For example, one participant from the non-profit sector stated, "Refining our indicators for success and what programs/services are prioritized will be examined as a result of this think tank. The model, and means of facilitating these exercises, was greatly appreciated by my organisation and I was grateful to have had a seat at the table."

Similarly, other participants stated that, "it [the conversation] challenged me to consider what we are doing as an organisation and whether we could be doing far more" and "There are

significant training opportunities in the field of ageing and long term care. I will now be mindful to consider the Vital Sign priorities as we work with relevant stakeholders that deliver training."

The desired outcome of value-added conversation was accomplished in the sessions as expressed by this statement, *"Yes, I realised that I needed to expand my view of what outcomes and factors support and promote someone being a productive member of society and evaluate my proposed programming against a wider range of factors."* Among those that did not believe that the sessions would impact their organisations, some expressed that *"their outcomes were already aligned"* and that the information shared would *"figure into strategic and business planning for the coming years."* Overall, many participants subscribed to the notion that the quality of life would improve for Bermuda residents by safeguarding the economy, creating employment opportunities, and controlling, if not lowering, the cost of living for Bermuda residents. There was also the sentiment that these items were also imperative to broader efforts to facilitate economic equality on the island. One participant expressed that, *"income equality would improve the lives of not only individuals, but the overall community, with less dependency on financial assistance, and also the empowerment of the historically disenfranchised. Policy and legislative changes that support financial inclusion, and a living wage would reduce the income gap and provide access to opportunities that are not currently available."*

WHO NEEDED TO BE IN THE ROOM

Representatives of key government entities, policy influencers and makers, nonprofits, vendors and service providers in the relevant field were invited to participate in the convening. They were also encouraged to nominate additional participants we may not have considered. The purpose was to ensure that the convening outcome would reflect input from those with the greatest experience and knowledge of the topic under review. This would include senior civil servants, nonprofit executives, industry leaders and community experts in their respective fields. At the convening, participants were asked to step aside from their individual affiliations and participate in the discussions as policy influencers, programme and service providers, researchers and other professionals for the benefit of Bermuda.

WHO WAS THERE – COST OF LIVING SESSION

Anne Marwick	Orbis Investments	Director
Hadleigh Farrer	Ministry of Economic Development & Tourism	Financial Comptroller
Erica Smith	Bermuda Economic Development Corporation	Executive Director
Jennifer Mahoney	The Eliza DoLittle Society	Executive Director
Joe Mahoney	Youth Enterprise Initiative	Executive Director
John Barritt	Bermuda Housing Trust	Chair
Judy Teart	Government of Bermuda - Workforce Development	Acting Director / Vocational Officer
Kelly Hunt	Coalition for the Protection of Children	Executive Director
Kerry Judd	BermudaFirst	Executive Director
Llewellyn Trott	Impact Mentoring Academy	Board Member
Marva-Jean O'Brien*	Government of Bermuda	Permanent Secretary
Nathan Kowalski	Anchor Investment Management Ltd.	Chief Financial Officer
Rochelle Simons	Bermuda Housing Trust	Trustee
Robert Stubbs, CFA	G-Mass	Head of Research
Tawana Flood	Bermuda College	Director of Professional and Career Education (PACE)
Trace White	Impact Mentoring Academy	Director of Development

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AN EVOLVING PROCESS

We strive to inform these convenings with high-level field and content area expertise. We ask participants to use their knowledge to inform this work at a national level. We appreciate the participation of the attendees of this convening. Also considered for participation, and therefore, potential community resources on this issue are:

COST OF LIVING

Banking and Financial Services reps
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 BELCO
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 Caribcash or similar
 Centre for Justice
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 Eliza Doolittle Society (The)
 Ministry/Department of Energy
 Financial Assistance - Bermuda Government
 Habitat for Humanity
 Legal Aid Office
 Meals on Wheels
 Pension Commission
 Price Control Commission
 Rent Increases Advisory Panel
 Salvation Army
 Social Insurance Department – Bermuda Government
 Western Union or other financial services company

EMPLOYMENT

Banking and Financial Services representatives
 Bermuda Business Development Agency
 Bermuda Career Centre
 Bermuda College
 Bermuda College (PACE)
 Bermuda Economic Development Corp.
 Department of Corrections representatives
 Education and Workforce Development
 Financial Assistance – Bermuda Government
 Department of Immigration
 Ministry of Public Works
 National Training Board
 Technology Leadership Forum
 Uptown Market Association
 Workforce Development (Bermuda Government)

THE ECONOMY

Adult Education School
 Age Concern (Bermuda)
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 Atlantic Institute for Policy Research
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 Bermuda Government - Ministry of Finance
 Bermuda Chamber of Commerce

Bermuda First
 Bermuda Monetary Authority
 Bermuda Shipping and Maritime Authority
 Bermuda Tourism Association
 C.A.R.E. Computer Services Scholarship Fund
 Clarian Bank Limited
 Cost of Living Committee
 Economic Development and Tourism
 Family Centre (The)
 Finance (Ministry of Finance)
 Home Affairs
 HSBC Bank
 ICT Policy and Innovation
 Independent Field Experts
 Joint Select Committee reps - Living Wage
 My Future.Bermuda
 Office of The Tax Commissioner
 Department of Statistics
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 Visitor Industries Partnership (VIP)

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8 DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



ECONOMY & WORK: EMPLOYMENT CONVENING REPORT

This aspect of quality of life refers to the overall economic viability and sustainability of a community, including the role and contribution that the local economy plays in the broader regional and global context

THE ECONOMY



EMPLOYMENT



RESIDENTS RATE BERMUDA AS HIGH TO EXTREMELY HIGH

BERMUDA VITAL CONVERSATIONS

The Bermuda Community Foundation (the “foundation”) introduced Vital Signs® as an important step in identifying resident’s priorities related to their quality of life in Bermuda and the issues most important to them. The Vital Signs® programme has become a standard of excellence among community foundations around the world. It provides a methodology that evaluates community vitality and wellbeing and plays an important role in informing the allocation of resources. The reporting and prioritisation process is tailor-made to suit each jurisdiction’s needs.

In Bermuda, we conducted research on the community’s priorities, determined standardised outcomes based on that information and then sought further input from field experts in order to prioritise funding needs. This last step is carried out through convenings, known as “Vital Conversations”.

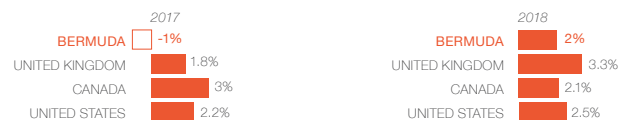
The foundation is hosting the Vital Conversation Series to further refine the valuable information gathered from the community. In this phase, local stakeholders convene to access public opinion, local, and international data for each of the Vital Signs® areas and prioritize the top outcomes that will guide the foundation’s funding strategy.

THE FINDINGS

The 2017 Bermuda Vital Signs Report revealed that Bermuda’s performance on factors related to the economy and work were areas of concern for many residents. Indeed, residents generally perceived the Island’s performance as only fair in this regard. With respect to factors assessed in Bermuda’s quality of life, the perceived cost of living appeared to be the most problematic area. This was evidenced by the rate of inflation, as well as perceptions

of unchanged household well-being and conditions for making a large purchase. Nearly two-thirds of residents reported unchanged conditions in their own household economic wellbeing over the past year (62%). That said, two in ten residents had experienced improvement (19%), while the same proportion reported that their economic well-being was worse than it was a year ago. Taking into consideration the impact of inflation on the purchasing power of the dollar, it was no surprise that the level of stress regarding household financial debt increased. At the time of the Vital Signs report, the Bermuda Debt Stress Index was at 33 points, up 13 points compared to a low point observed in 1999.

HOW DO WE COMPARE?



REAL GDP

The gross domestic product (GDP) is one of the primary indicators used to gauge the health of a country’s economy. It represents the total dollar value of all goods and services produced over a specific time period, often referred to as the size of the economy. Real growth rate compares GDP growth on an annual basis adjusted for inflation and expressed as a percent

RATE OF INFLATION

A measure of how fast a currency loses its value. The inflation rate measures how fast prices for goods and services rise over time, or how much less one unit of currency buys now compared to one unit of currency at a given time in the past.

The Vital Signs Report also revealed that the employment situation on the Island was a source of concern for residents. The job market (total filled jobs) had declined for a seventh consecutive year, most notably within the public administration sector. The job market grew by half of one per cent in 2016, the first annual increase in eight years.

WHAT PEOPLE THINK

HOUSEHOLD ECONOMY

62%

Residents report unchanged conditions in their own household economic wellbeing over the past year

BERMUDA ECONOMY

47%

Believe the economy of Bermuda is now better than it was in the previous year

PURCHASE CONDITION

53%

Residents believe that conditions for making a major purchase have not changed compared with last year

EMPLOYER COMMITMENT

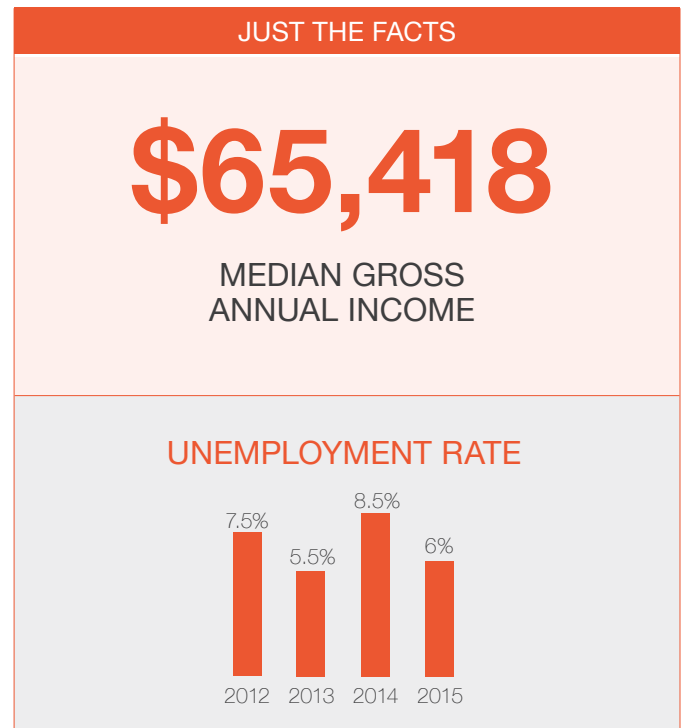
52%

Residents who are employed feel their employer has a high level of commitment to them as employer

Nevertheless, the percentage of households in the lowest income band (\$1 - \$36,000) increased 4 percentage points during the 2010 to 2016 period while the highest income band (\$144,000 and over) decreased by 4 percentage points over the same period. Interestingly, the Consumer Confidence Index had risen over the past four years, which suggested that positive opinions were gaining strength. Although residents were optimistic about the current and future state of the Island's economy, they were less confident in their household well-being.

THE PLAN

On July 20, 2018 the fourth in the series of Vital Conversations was convened with employment, cost of living and economy experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.



VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

EMPLOYMENT

High quality employment, training and education within a healthy local economy

Improved quality and availability of training that fits with the needs of employers	Improved recruitment of people with specific needs by businesses and institutions	Improved satisfaction and enjoyment of employment, training and education	Increase in the number of small and local businesses	Increase in the Bermuda job supply
<ul style="list-style-type: none"> Breadth of training opportunities available (eg. vocational instruction and interviewing skills, job-related technical skills, and emotional intelligence and soft skills) Number of apprenticeships and internships that convert into full-time jobs Number of job vacancies because of skills shortages Number of training opportunities available Unemployment and long-term unemployment rates 	<ul style="list-style-type: none"> Number of businesses and institutions recruiting people with specific needs (eg. long-term unemployed, vulnerable young people, ex-offenders, people with a disability) Number of positions created for people with specific needs 	<ul style="list-style-type: none"> Employee absence rate National survey measuring employee satisfaction Number of permanent and temporary suspensions or expulsions School absence rate 	<ul style="list-style-type: none"> Number of small and local businesses facilitated (eg. through provision of office space, support) Number of companies/start-ups created 	<ul style="list-style-type: none"> Increase in the Bermuda job supply Number of jobs created Number of jobs sustained Unemployment and long-term unemployment rates

Public policy and expenditure that supports good quality employment, training and education

Improved vocational preparation

Improved government investment, expenditure and procurement	Improved incentives to employment	Improvements in policy and legislation	Improved attitude and motivation to work	Improved IT skills	More people achieve relevant vocational qualifications
<ul style="list-style-type: none"> Funding for public programmes/schemes that promote employability Government expenditure on improving access to and quality of education Government investment in employment, training and education Use of procurement practices and public sector contracts designed to improve social outcomes (eg. contracts that enable social enterprises and smaller SMEs to bid, outcomes-aligned contracts) 	<ul style="list-style-type: none"> Availability and use of back to work programmes Government support for flexible job schedules and for work-life balance Levels of minimum wage that incentivise people to start working 	<ul style="list-style-type: none"> Changes in policy and legislation (eg. promoting long term stable employment) Changes to regulation Level of relevant parliamentary activity (eg. white papers published, committees formed, consultations or reviews conducted, citations made) 	<ul style="list-style-type: none"> Scores on measures of meaningful participation in school Score on measures of attitudes towards work 	<ul style="list-style-type: none"> Number of IT qualifications achieved Number of people able to use common IT software packages and the Internet 	<ul style="list-style-type: none"> Number of vocational qualifications achieved Score achieved on vocational qualifications

Key Outcome Category **Specific Outcome** • **Indicator(s)**

We are pleased to make more detailed outcome and indicators reporting available to BCF fund holders. Special terms and conditions apply. Contact info@bcf.bm

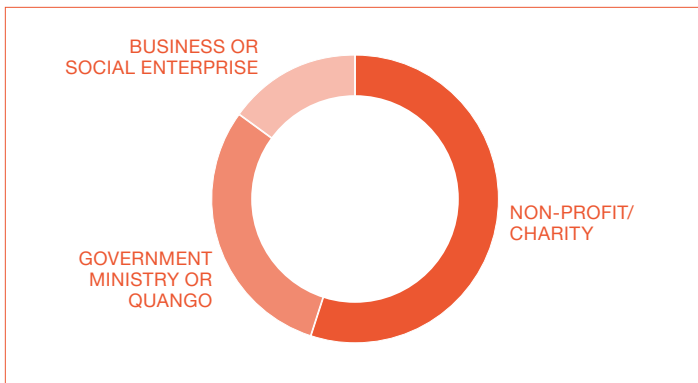
Increased availability of, and incentives for, employment			
<p>Disadvantaged groups have increased access to relevant employment opportunities</p> <ul style="list-style-type: none"> Number of disadvantaged groups (eg. young people, disabled people, etc.) in employment 	<p>Increased availability of suitable employment opportunities</p> <ul style="list-style-type: none"> Number of employment opportunities by parish Number of people who would like to work but are not seeking work because they do not believe there is work available 	<p>Increased availability of, and incentives for, employment</p> <ul style="list-style-type: none"> Number of job vacancies Number of people in employment 	<p>Jobseekers have improved functional skills</p> <ul style="list-style-type: none"> Number of jobseekers achieving functional skills qualification in literacy or equivalent Number of jobseekers achieving functional skills qualification in numeracy or equivalent
<p>Jobseekers have improved interpersonal skills</p> <ul style="list-style-type: none"> Number of jobseekers with improved relationship building skills Number of jobseekers with improved verbal and non-verbal communication skills 	<p>Jobseekers have improved motivation, attitudes and behaviours</p> <ul style="list-style-type: none"> Number of jobseekers that demonstrate an improvement in reliable behaviours Number of jobseekers with an improved attitude to work 	<p>Jobseekers have improved skills for finding work</p> <ul style="list-style-type: none"> Number of jobseekers that improve the presentation of their skills to employers (i.e. through resume/CV, application and interview) 	<p>Jobseekers have increased incentives to seek employment</p> <ul style="list-style-type: none"> Number of jobseekers who would be better off in work and/or have increased disposable income
Improved corporate and institutional governance		Increase in equal employment, training and education practices	
<ul style="list-style-type: none"> Corporate giving Corporate Social Responsibility (CSR) initiatives Employee ownership Evidence of quality and diversity on Boards Evidence of transparency Implementation of work-life balance programmes Opportunities for collective bargaining and worker's representation Opportunities for flexible working arrangements Ratio of highest to lowest paid employee 		<ul style="list-style-type: none"> Employee benefits: statutory sick leave/maternity leave/paternity leave Fair and non-discriminatory pay Fair minimum standard and living wages Number of companies with recognized "Equal Employment" standard Percentage of ethnic groups in education or training Percentage of ethnic groups in employment 	

Key Outcome Category **Specific Outcome** • Indicator(s)

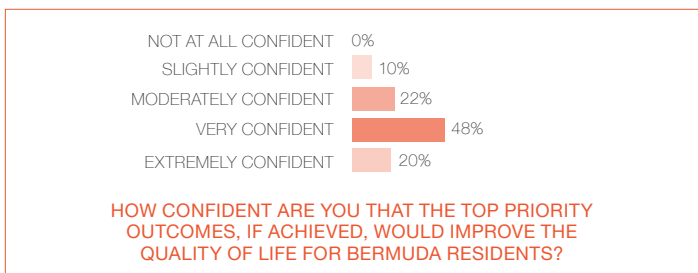
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WHAT THE EXPERTS SAID

The Vital Conversation on Economy and Work was divided into two sessions focusing on Cost of Living and Employment. The majority of participants attended both topical sessions. The conversations benefited greatly from the diversity of representatives including business, government and non-profit sectors. One participant stated that *“it was really important to hear inter-disciplinary and cross organizational perspectives on the employment outcomes.”*



With the diversity of sectoral perspective, there was still a healthy majority (68.42%) expressing confidence that the prioritised outcomes would lead to improved quality of life for Bermuda residents. Participants stressed that success was predicated on shared goals and sustained cooperative efforts. One participant stated, *“many of the elements have to occur in collaboration - and stakeholders have to remain committed in the long-term.”*



While there was agreement on the prioritised outcomes, some felt that more innovative approaches were needed in the areas of education and training, as expressed in the following quote: *“I believe that access to high quality employment, training and education provides the foundation that enables people to be productive members of society. I believe that high quality education and training has to fall in categories that do not necessarily reflect academic or vocational definitions that have defined education to the present day. I believe that educational and workplace training needs to be a more blended experience providing real world relevance and consequences to educational*

“ Ensuring a high level of training and education to prepare Bermudians for the workforce is critical to improve quality of life for all Bermudians ”

- Nonprofit sector member

outcomes at an earlier age. From this perspective, public policy has a large role to play in supporting the development of blended learning institutions whether that be technical training centres or social enterprises that enable ‘earn and learn’ pathways from education to employment.”

Participants were mindful of the direct correlation between employment and education, with many expressing the desire to find ways to improve student achievement. For example, one participant stated, *“Ensuring a high level of training and education to prepare Bermudians for the workforce is critical to improve quality of life for all Bermudians.”*

Concurrently, another participant predicated their level of confidence, in the effectiveness of the prioritised outcomes, on improvements in the education system and student achievement. This participant stated, *“My only concern, (which negates my ability to select ‘extremely confident’), is the end result of ‘improved academic success’ within the Employment session. Without the improved performance of our students, we will not be able to achieve or show positive growth in all of the other measurables...as one must be employable, regardless of career path chosen.”*

Another participant felt that the education system needed to provide more diverse avenues for student success, thus creating more opportunities for graduates to participate in the economy, *“Our population should have the right skill set and ability to access service jobs. Education is a barrier to access. Vocational preparation is important and could have been higher [in outcome priorities] so that everyone can participate in the economy. We have a way to go in terms of offering more vocational opportunities like apprenticeships and intern placements. The essential economy is staffed with the people who hold vocational training and they are essential to our way of life.”*

In a related comment, another participant added that the educational system should ensure that all students, regardless of intended profession, graduate with a solid academic foundation but that there also needed to be more of a focus on technology, *“Students need to be able to read and write when they graduate. Even essential service providers need these skills and everyone has to be able to use technology. Even service providers now*

rely on technology, not just their hands. We need to change the paradigm that there are two educational tracks (academic and vocational). That's not the reality."

Educational and skill-building comments were not limited to school-age children and young adults but there were also many sentiments shared about the need to include the seniors, "older workers are more and more common. We need to be thinking about how to employ the older worker because they haven't kept up with technology and innovation. Actually the same is true for the generation just below the seniors because they too have not increased their skills to keep up with the demands of the workforce. Many, [seniors and others] are intimidated by new technologies. There are no structures to help them keep up with the job market."

Many participants outlined that reforms were also needed in other areas, such as the banking industry. There were participants who also believed that increased banking regulations and lending practices would help strengthen the economy.

One participant stated, "The lack of oversight for the banks [is a problem]. The BMA has a *laissez faire* approach. They have no leverage over the banks. They do not control the banks. There needs to be banking reform. They [banks] lend too much so credit dries up. Fundamental reform of the BMA is needed and they need more technical staff. Policymakers have the attitude that the BMA doesn't have the power to regulate the banks, but the BMA is supposed to provide monetary stability."

Other participants believed that the local economy would improve if banks were more vested in the success of local businesses, "We need consumer lending because banks don't want to take the risks. They [banks] don't have to care because their profits are not based on local business. Banks can pick and choose their customers. If you don't have a bank account you cannot legitimize yourself as a person for employment, etc. The key is policy change that gives people more access to resources and opportunities," and "Investing in the local economy is so important for small business. We need to create entrepreneurs. Bermuda is an unfriendly place for small businesses. There is a big gap between large international corporations and small businesses and no focus on the broad base of reforms for small business. We will continue to create the ruling and servant classes if we don't push for reforms."

Some others expressed the opinion that the outcomes could only materialize unless there was a more fundamental paradigm shift in the country. One participant stated that "A wholesale

shift in the willingness to change the way Bermuda is led and managed, across the community, political and business [spheres]." Still others expressed that the main issue was economic inequality, as evidenced in the following statements: "Equality remains at the top because historical oppression of black Bermudians is the underlying issue. Equal access to education and opportunities are the problem" and "The elephant in the room that most of our social issues are related to is the extreme income gap, and those people are angry, disconnected, and disenfranchised. . .until we address that gap, we will continue to see what we see [economic inequality]."

In terms of the impact of the sessions on the participants, everyone reported that their understanding of the topics and outcomes was expanded. This was evidenced in many statements including: "Talking with representatives in their select fields of expertise was helpful in gaining insight. For me, an understanding of the economical climate as seen by those in finance or as economists, was particularly helpful. Looking at and discussing the specific indicators of success outlined the potential impact these outcomes could have on the island" and "I especially appreciated the diversity of voices in the room and the willingness of participants to take on broad divergent perspectives as we sought to assess what is best for Bermuda overall."

Some participants were also pleased with the group examination of the outcomes and indicators, "It was interesting to see the range of metrics used to measure and evaluate the factors which enabled individuals to participate in the workplace."



Participants also reported that the sessions had an impact on the goals and outcomes of their respective organisations. For example, one participant from the non-profit sector stated, "Refining our indicators for success and what programs/services are prioritized will be examined as a result of this think tank. The model, and means of facilitating these exercises, was greatly appreciated by my organisation and I was grateful to have had a seat at the table."

Similarly, other participants stated that, "it [the conversation] challenged me to consider what we are doing as an organisation and whether we could be doing far more" and "There are

significant training opportunities in the field of ageing and long term care. I will now be mindful to consider the Vital Sign priorities as we work with relevant stakeholders that deliver training."

The desired outcome of value-added conversation was accomplished in the sessions as expressed by this statement, *"Yes, I realised that I needed to expand my view of what outcomes and factors support and promote someone being a productive member of society and evaluate my proposed programming against a wider range of factors."* Among those that did not believe that the sessions would impact their organisations, some expressed that *"their outcomes were already aligned"* and that the information shared would *"figure into strategic and business planning for the coming years."* Overall, many participants subscribed to the notion that the quality of life would improve for Bermuda residents by safeguarding the economy, creating employment opportunities, and controlling, if not lowering, the cost of living for Bermuda residents. There was also the sentiment that these items were also imperative to broader efforts to facilitate economic equality on the island. One participant expressed that, *"income equality would improve the lives of not only individuals, but the overall community, with less dependency on financial assistance, and also the empowerment of the historically disenfranchised. Policy and legislative changes that support financial inclusion, and a living wage would reduce the income gap and provide access to opportunities that are not currently available."*

WHO NEEDED TO BE IN THE ROOM

Representatives of key government entities, policy influencers and makers, nonprofits, vendors and service providers in the relevant field were invited to participate in the convening. They were also encouraged to nominate additional participants we may not have considered. The purpose was to ensure that the convening outcome would reflect input from those with the greatest experience and knowledge of the topic under review. This would include senior civil servants, nonprofit executives, industry leaders and community experts in their respective fields. At the convening, participants were asked to step aside from their individual affiliations and participate in the discussions as policy influencers, programme and service providers, researchers and other professionals for the benefit of Bermuda.

WHO WAS THERE – EMPLOYMENT SESSION

Barbara Shaughnessy	Chair	Visitor Industry Partnership
Calvin White	Impact Mentoring Academy	Chairman
Donna Daniels	Committee Representative Executive Director	My Future Bermuda Adult Education School
Erica Smith	Bermuda Economic Development Corporation	Executive Director
Jennifer Mahoney	The Eliza Doolittle Society	Executive Director
Judy Teart	Government of Bermuda - Workforce Development	Acting Director / Vocational Officer
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Kerry Judd	BermudaFirst	Executive Director
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Margot Shane	Youth Employment Initiative	Programme Representative
Marissa Stones	Department of ICT & Policy Innovation (E-Commerce)	Director
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 Finance (Ministry of Finance)
 Home Affairs
 HSBC Bank
 ICT Policy and Innovation
 Independent Field Experts
 Joint Select Committee reps - Living Wage
 My Future Bermuda
 Office of The Tax Commissioner
 Department of Statistics
 Tax Reform Commission
 Visitor Industries Partnership (VIP)

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8 DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



EDUCATION CONVENING REPORT

Human capital encompasses the knowledge, skills, competencies and other attributes embodied in individuals and communities. These various attributes contribute to the overall creativity, vitality and wellbeing of communities.

BERMUDA VITAL CONVERSATIONS

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THE FINDINGS

The 2017 Bermuda Vital Signs Report revealed Education as one of seven priorities contributing to the quality of life in Bermuda. Quality of education and access to higher education were the most important factors defining their quality of life in terms of education. Both factors, used to evaluate education in Bermuda on the Vital Signs® public perception survey, elicited moderate levels of satisfaction with 46% of residents giving high marks on the quality of education and 48% giving high marks on access to higher education.

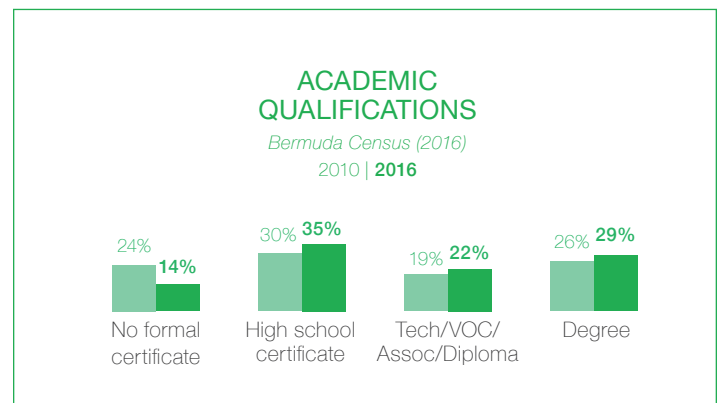
RESIDENT’S OVERALL ASSESSMENT OF BERMUDA’S PERFORMANCE

QUALITY OF EDUCATION
46%
Residents rate Bermuda as high to extremely high

ACCESS TO HIGHER EDUCATION
48%
Residents rate Bermuda as high to extremely high

Further statistical analysis revealed that the quality of education was, however, more of a concern for residents, and most likely to have an impact on the perceived quality of life. On the Island, the majority of students attend public schools despite the quality of public education being rated by residents as only fair or poor (73%). By contrast, private education was widely rated as good or excellent (82%). While the student/teacher ratio in public schools was considered appropriate, opinions were more divided with respect to whether or not the public school system adequately prepared students for post-secondary education, whether teachers are held accountable for their class performance, and whether they handle discipline matters appropriately.

When comparing Bermudian students to their international counterparts, average scores on the Cambridge International test suggest Bermudian students are on par with other students in English skills, but improvements are required when it comes to science and mathematics. Student performance at the M3 level was notably below the international level. Indeed, Bermuda M3 students scored an average of 2.4 in English, 2.2 in Mathematics, and 2.9 in Science, compared with Cambridge International averages of 3.4, 4.3, and 4.2. (The Royal Gazette, 2016; Ministry of Education & Workforce Development, 2018; Government of Bermuda, 2016)



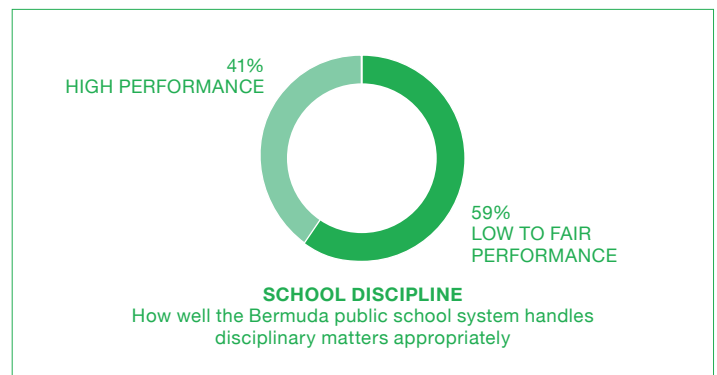
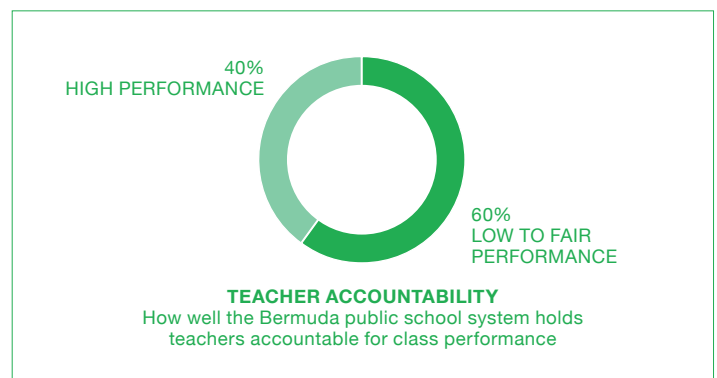
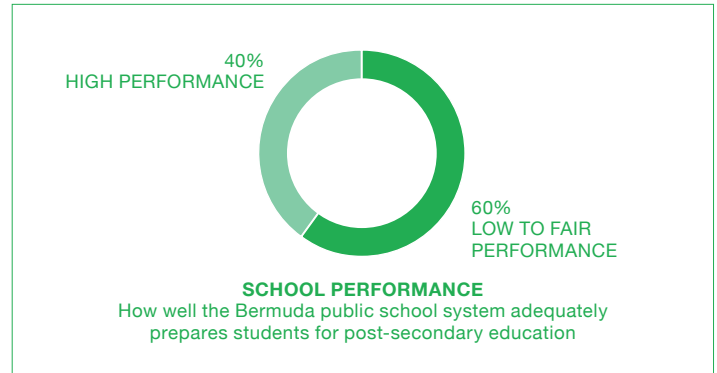
Despite limited access to higher education on the Island, the proportion of residents with post-secondary education continues to rise. It is worthy to note, however, that student enrollment at Bermuda College has notably decreased over the past six years. Between the last two Census periods (2010 and 2016) there has been a marked increase with

regards to the portion of residents 16 years of age and older reporting higher academic qualifications. Indeed, the population without a formal academic certificate declined notably during this time period. At the same time, increases are noted in the portion of population with high school certificates (49%, up from 38% in 2010), as well as those with technical or vocational certificates, associate degrees or diplomas (20%, up from 13%), and university degrees (11%, up from 9%, Department of Statistics, 2018).

In 2017, the Department of Education released its strategic plan for public school education with the intent to create transformational outcomes for Bermuda's public education system. These plans include increasing academic rigour and student engagement, ensuring career-college-workforce readiness, enhancing the quality of teacher practice and system leadership, and improving infrastructure and instructional resources. Together, they intend these measures to improve education in Bermuda.

THE PLAN

On March 1, 2019 the twelfth and final in the series of Vital Conversations was convened with sector experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.



VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

EDUCATION

Teachers and principals are effective		
<p>School faculty and administrators closely align the core instructional program with expanded learning opportunities <i>(including after school and summer programs)</i></p> <ul style="list-style-type: none"> • Core instructional learning is aligned with expanded learning opportunities 	<p>Strong and effective school leadership is evident</p> <ul style="list-style-type: none"> • Number of school leaders with graduate-level education • Principal and administrator turnover and retention • Years of service at the school 	
<p>Teachers are highly qualified</p> <ul style="list-style-type: none"> • Number of teachers with higher education degrees • Percentage of teachers with degree in their academic field • Percentage of teachers with teaching credential • Teacher turnover and retention rates • Years of service at the school (number of years teaching) 	<p>Teachers are supported by the school</p> <ul style="list-style-type: none"> • Number of professional development opportunities available to staff • Teacher satisfaction • Teacher turnover 	
<p>Teachers improve student performance</p> <ul style="list-style-type: none"> • Parent and principal evaluations • Student feedback • Teacher performance reviews 	<p>Teachers understand their students and have cultural competence</p> <ul style="list-style-type: none"> • Number of teachers who understand and appreciate students' cultural backgrounds 	
Children are ready to enter school		
<p>Children are motivated to learn</p> <ul style="list-style-type: none"> • Reported child interest in learning, books, toys, and others objects 	<p>Children attend high-quality early childhood programs</p> <ul style="list-style-type: none"> • Average daily attendance at government or formal private early childhood programmes • Reported quality of early childhood programmes • Student enrollment in government and formal private early childhood programmes 	<p>Children have adequate motor development</p> <ul style="list-style-type: none"> • Climbs up and down • Demonstrates throwing, kicking, and catching skills • Peddles and steers a tricycle • Reported basic locomotor skills • Shows balance while running
<p>Children have adequate physical well-being</p> <ul style="list-style-type: none"> • Number of children overweight • Number of children with health care coverage • Number of well-child visits 	<p>Children have attained cognitive and early literacy skills</p> <ul style="list-style-type: none"> • Count to 20 or higher • Peabody Picture Vocabulary Test scores • Recognize letters • Write one's name 	<p>Children have developed social and emotional skills</p> <ul style="list-style-type: none"> • Reported sense of self

Key Outcome Category **Specific Outcome** • Indicator(s)

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Public policy and expenditure that supports good quality employment, training and education

Improved government investment, expenditure and procurement	Improvements in policy and legislation
<ul style="list-style-type: none"> • Funding for public programmes/schemes that promote employability • Government expenditure on improving access to and quality of education • Government investment in employment, training and education • Use of procurement practices and public sector contracts designed to improve social outcomes (e.g. contracts that enable social enterprises and smaller SMEs to bid, outcomes-aligned contracts) 	<ul style="list-style-type: none"> • Changes in policy and legislation (e.g. promoting long term stable employment) • Changes to regulation • Level of relevant parliamentary activity (e.g. white papers published, committees formed, consultations or reviews conducted, citations made)

Families are involved with their children's education

Families support their children's education	Multiple opportunities for parent engagement exist
<ul style="list-style-type: none"> • Number of parents who attend teacher-parent conferences or other events • Number of times parents met with teachers or principals outside parent-teacher conferences • Number of times parents read with their children • Student reporting of parents helping them with their homework 	<ul style="list-style-type: none"> • Adult education classes and other services are offered outside regular school hours • Teachers and staff communicate in ways and provide materials that parents understand

Parents are active participants in the school	Parents, teachers, and peers have high expectations for students
<ul style="list-style-type: none"> • Number of parents who attend teacher-parent conferences or other opportunities • Percent of families who report positive interactions with teachers and other school staff 	<ul style="list-style-type: none"> • Percentage of students on track for meeting high school leaving requirements • Percentage of students taking Advanced Placement, International Baccalaureate or equivalent courses • Percentage of students taking SAT or ACT or other international tests • Youth report they are expected to do homework every afternoon/night

Students succeed academically

Students are achieving academically	Students are graduating high school	Students attend school regularly and stay in school
<ul style="list-style-type: none"> • Alternative assessment systems (e.g., student portfolio) • Standardised test scores • Student grades (average grades by school) • Students' progress 	<ul style="list-style-type: none"> • Dropout rates • Graduation rates 	<ul style="list-style-type: none"> • Daily attendance at school • Number of classes missed • Number of reported days missed • Number of reported times tardy for class/school (unexcused) • Reported early chronic absenteeism
Students do not repeat grades	Students have access to education services and supports inside and outside school	Students have postsecondary plans
<ul style="list-style-type: none"> • Credit completion/accrual • Number of students who repeat grades (fail each year) 	<ul style="list-style-type: none"> • Number of student visits to the local library (and/or academically enriching programme) • Student attendance in before-school and afterschool programs • Students are enrolled in clubs 	<ul style="list-style-type: none"> • Demonstrated employment is lined up for the summer • Reported aspiration to go to college • Students neither are enrolled in school nor working

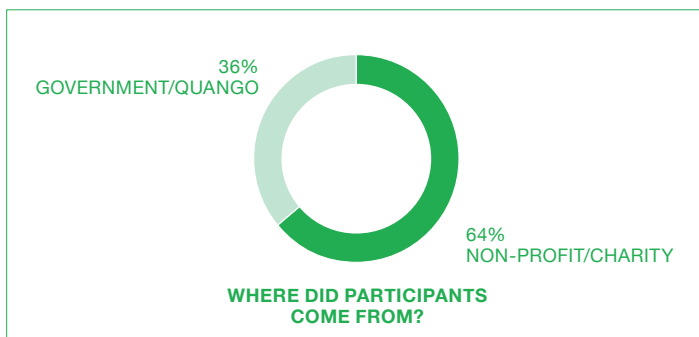
Key Outcome Category **Specific Outcome** • Indicator(s)

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WHAT THE EXPERTS SAID

The majority of participants for this conversation were from the charity/non-profit sector (64%), including schools, and the remainder from the Bermuda government/QUANGO sector (36%). Together, this group engaged in a rigorous and thoughtful conversation. Participants valued the opportunity to convene as evidenced by these comments, *“our results are based on real collaborative work”*, and *“it was helpful to hear other perspectives as it did help to influence and refine the priorities for greatest impact.”* Others specifically valued the intellectual exchange of ideas, *“the conversation was extremely stimulating with diverse points of view that certainly stretched my thinking.”* Similarly, some participants felt that the conversation challenged their perspective, *“I really learned a lot from hearing different viewpoints and looking at things from a different vantage point and through a different lens. Many opinions presented confirmed and supported my own, but some also challenged my thoughts and ideas, which is excellent as a tool for increasing understanding.”*

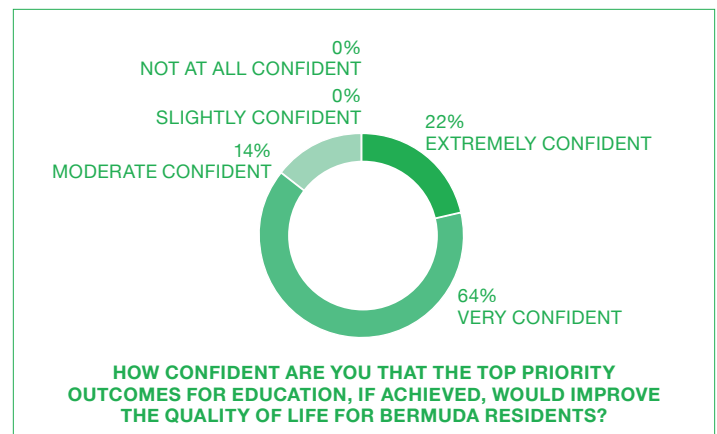
The majority (86%) of participants reported that the conversation expanded their own understanding of what outcomes are important to improving the quality of life in Bermuda. As well, 71.43% reported that the conversation caused them to examine their own organizational goals. Overall, the participants valued the opportunity to share ideas and believed that this type of activity was vital to making the most desired improvements in education. A participant stated that, *“convening a diverse group of ‘experts in the field’ to engage in rigorous discussion, sharing of ideas and deepening the understanding of community issues is VITAL to moving the dial in a meaningful way.”*



The majority (85.72%) of participants felt confident that the outcomes, if achieved, would improve the quality of life for residents in Bermuda. Despite the high level of confidence in the outcomes, there was skepticism about the degree of financial support that would be provided, *“the key words ‘being achieved’ are important for me, but not confident that funds will be prioritized for education.”* Another participant commented, *“if public policy is number one then we need to make sure our government doesn’t do business as usual. They have to listen to educators and produce policy that lifts up education.”*

“ The conversation was extremely stimulating with diverse points of view that certainly stretched my thinking. ”
- Participant comment

There was a clear understanding amongst the group that increased funding supporting education, children, and families would be necessary to achieve many of the prioritised outcomes. One participant stated, *“If we invest early, there is a return on the back end. The investment we make on services to families we save kids from dropping out and going to prison. The early investment creates whole and healthy people who can sustain themselves and our community.”* Another participant commented that the Bermuda government had the ultimate power to improve education, *“when we think about the money the government has to spend on education, we have to accept that the government is much more powerful in making improvements!”*



As evidenced by the prioritized outcomes, participants recognized the complexity involved in improving education on the island. There are a multitude of interrelated factors that contribute to the success or decline of the educational enterprise. Beyond increased funding, the group addressed the primary players including ministry and school leadership, quality of teachers, and student readiness to learn, as evidenced by this comment *“One of the biggest outcomes we voted on had teachers and principals being effective, followed by children being ready to enter school. If the school is ready to receive the child and the student is ready to learn so many things will begin to fall in place. This includes public policy and families becoming involved lining up to support what is happening.”*

School leadership was believed to play an important role in student success. A participant stated, *“if we have weak leaders in charge of schools, they will be unable to prioritise resources and engage in problem solving around the increasing needs of*

students.” Another participant shared, *“Principals’ supervision and leadership have the power to ensure effective teaching for all children.”* These opinions are rooted in the idea that leaders hold the discretionary power to access and direct resources to solve problems but does not address whether or not these leaders have the knowledge to do so. Not only do schools leaders need to have the ability to allocate resources, they also need the ability to assess and coach classroom teachers, support students, while simultaneously rallying parent and community involvement.

There was the recognition that certain expertise in educational matters was imperative at the legislative and ministry level and that policies needed to be created by individuals with educational knowledge, *“public policy, at this point in time, is not necessarily set by people who are experts in education.”* Similarly, another participant commented, *“A number of education non-profits are working very hard to try to fill the gaps created by poor policy that results from people, who are not education experts, being in charge of education policy. Structural changes are needed to change the status quo and I believe the public supports an independent education authority.”*

“ Principals’ supervision and leadership have the power to ensure effective teaching for all children. ”
- Participant comment

Comments about professional capacity tended to be directed toward the preparedness and quality of teachers. It is not uncommon, nor misdirected, to assume that teacher quality plays an integral role in education. Many believe that teachers hold the ultimate power to change the lives of students. One participant stated, *“Teacher effectiveness is critical for student success. Principal effectiveness is important too but teachers are the key.”* Another participant felt that regardless of the neighborhood, teachers are the most important factors in student success, *“you can have a school anywhere and make a difference in children’s lives. The teacher can make a world of difference for their trajectory and outcome.”*

It goes without challenge that classroom teachers are integral to student success. However, there were no comments related to teacher education. Teacher preparedness does not necessarily result from brief professional development opportunities but is the result of participating in a comprehensive and progressive educational experience themselves. Perhaps further

“ you can have a school anywhere and make a difference in children’s lives. The teacher can make a world of difference for their trajectory and outcome. ”
- Participant comment

examination is required to fully understand the importance of the *“teacher pipeline.”* One participant commented, *“I think there are three main reasons why having strong leadership and high quality teachers in every school would make a very positive impact. Firstly, research shows that an effective teacher is the single most important contributor to student success. I define effective teachers as having strong classroom management skills, excellent instructional expertise and passion for the job. I think the number one factor that deters many Bermudians from sending their children to public schools is lack of confidence in teacher quality. By ensuring strong recruitment, accountability for teacher performance levels and adequate ongoing professional development and coaching for teachers, schools can restore the public’s faith in the system.”*

Beyond principals and teachers, there was the acknowledgement that other school professionals play an important role in student success. Primarily, the social support and/or mental health providers were also seen as valued partners in education. One informed participant commented, *“the social needs of the students in the public schools have increased exponentially over the past twenty years. In order to ensure that students are healthy and that their learning and emotional needs are met, we need to invest in preventative early childhood development programs while simultaneously building a stronger student services model to meet the needs of students with challenges who are already in the system. We need more psychology and counselling resources. Local research studies need to be commissioned to examine causes of challenges and effectiveness of interventions. Particularly at the primary level we need to ensure consistent and effective implementation of the National Literacy Strategy and the National Mathematics Strategy. This should include reinstating the content specialist roles in order to resume instructional coaching in literacy and mathematics. All of these initiatives need to be paid for and from the point of view of effective use of public money, we need to cut costs at the primary level by consolidating schools. The SCORE report revealed at least three cases of two small schools sitting in the same catchment areas. There is a strong case to be made for a smaller number of primary schools and weeding out any underperforming teachers and principals.”*

Student readiness to learn and family involvement were also prominent in the recipe for educational success. Comments included, *“family involvement in education leads to readiness for school with the tools they need to engage meaningfully”, “family involvement is underneath children being ready for school”, and “being ready for school means children are healthy and competent socially and emotionally so that they can be ready to learn.”* Many participants acknowledged the importance of early childhood education in student preparedness. One participant commented, *“child development should inform how we think about what is best for education. Early Childhood Education is where investments have to be made.”* Similarly another participant stated, *“government and grass roots mobilization [is needed] that will bring about a shift in funding, legislation, services to provide early intervention, high quality early education from birth to eight, tools for parents, child care providers, teachers and administrators.”*

While it is not uncommon for professionals in the education space to attribute their lack of effectiveness to student preparedness and parental engagement, group participants were more focused on the need to involve families in the effort to increase student preparedness. Participants stated, *“families are important because children don't come alone”, and “how parents value education is important. Private schools parents have more engagement and financial investment. How do public education parents value education? Do they think they are sending them off to be the best that they can be? Valuing education as a way out of poverty is important.”* The latter comment assumes that financial resources equate to parental engagement.

Beyond the various constituents (e.g., leaders, teachers, and students) there were comments that questioned the generally accepted paradigm of education. One participant shared a whimsical yet profound perspective, *“I feel that the important things to change at the outset are our concepts of education, our concepts of delivery of education, and our concepts of what it means to learn. Similarly we need to begin to embrace the fact that academic achievement (at least in the way that it is traditionally viewed) is less important than ensuring that children understand “how to learn.” We must teach children that mistakes are a tool for growth; that collaboration is a GOOD thing; that exploration is how we learn. An academic base is, of course, important.*

“ government and grass roots mobilization [is needed] that will bring about a shift in funding, legislation, services to provide early intervention, high quality early education from birth to eight, tools for parents, child care providers, teachers and administrators.”

- Participant comment

However, children must be encouraged to embrace the concepts of cognitive flexibility, complex problem solving and creative thought processes, and to embrace them in a collaborative fashion. We use the analogy of “absorbing like a sponge” which is, when you think of it, a very passive example. Perhaps a better analogy would be to learn like an octopus - flexible, adaptable, changeable and active in seeing out its own education. Education that is learner-focused and self-directed is the kind of education that produces more lasting results.”

Ultimately, the group recognized, as evidenced by the prioritized outcomes, that there are many levers of change in the enterprise of education. The Bermuda government must provide certain resources in the form of pro-education and supportive family policies and funding. Ministry and school leaders play an important role in directing these resources in the appropriate fashion and shaping school practices that are intended to support teachers and students in the classroom while also championing parental engagement. Teachers and social support professionals must be equipped to educate both the prepared and under-prepared student. The latter is paramount as, in any community, there will be resourced and under-resourced families that present their children with the hopes of achieving great things. One participant stated, *“we have to work hard to figure out how we educate children we don't know how to educate.”* A similar comment was made, *“child readiness for school is important but schools have to be ready for the child!”*

Key in these perspectives is that “we” have to work together. All players (i.e., legislature, ministry, principals, teachers, social support professionals, and parents) must work together to ensure that every child matriculates through the education system and emerges as a confident and competent individual capable of contributing toward a vital Bermuda.

WHO NEEDED TO BE IN THE ROOM

Representatives of key government entities, policy influencers and makers, nonprofits, vendors and service providers in the relevant field were invited to participate in the convening. They were also encouraged to nominate additional participants we may not have considered. The purpose was to ensure that the convening outcome would reflect input from those with the greatest experience and knowledge of the topic under review. This would include senior civil servants, nonprofit executives, industry leaders and community experts in their respective fields. At the convening, participants were asked to step aside from their individual affiliations and participate in the discussions as policy influencers, programme and service providers, researchers and other professionals for the benefit of Bermuda.

WHO WAS THERE

Becky Ausenda	Executive Director	Bermuda Education Network
Sherru Bucci	Assistant Director	Early Childhood Development, Government of Bermuda
Cindy Corday	Co-founder	Bermuda Centre for Creative Learning
Chris Crumpler	Executive Director	IMPACT Mentoring Academy
	Board Member / Trustee	Board of Education
Donna Daniels	Executive Director	Adult Education School
Phyllis Curtis-Tweed, PhD	Vice President, Academic & Student Affairs	Bermuda College
Glenn Faries, PhD	Executive Director	The Reading Clinic
Chelsea Jacobs	Executive Assistant	IMPACT Mentoring Academy
Clare Mello	Executive Director	YouthNet
David Horan	Principal	Warwick Academy
Angela Fubler*	Director	Chatmore British International School
Kimberley McKeown	Policy Analyst	Ministry of Education
Nikkita Scott	Board Member	Bermuda Community Foundation
Jaleesa Simons	Jr Policy Analyst	Ministry of Education
Lindsey Sirju	Co-founder	Bermuda Centre for Creative Learning
Dawnnelle Walker, PhD*	Strategist	BermudaFirst

*Regrets = Confirmed but not in attendance

The Vial Signs Convenings are facilitated with the support of the BCF Vital Signs team: Research Coordinator, Dr. Tamara Gathright Fritz of Strategic Evaluation Consulting; BCF Managing Director, Dr. Myra Virgil; BCF Programme Associate, Michelle Grant; and BCF Intern Mercedes Pringle.

AN EVOLVING PROCESS

We strive to inform these convenings with high-level field and content area expertise. We ask participants to use their knowledge to inform this work at a national level. We appreciate the participation of the attendees of this convening. Also considered for participation, and therefore, potential community resources on this issue are:

Adult Education School
 Berkeley Institute
 Bermuda Centre for Creative Learning
 Bermuda College
 Bermuda Community Foundation
 Bermuda Education Network
 BermudaFirst
 Bermuda High School
 Bermuda Institute
 Bermuda Principal Association / Association of School Principals
 Bermuda Union of Teachers
 Care Learning Centre
 Chatmore British International School
 Cedarbridge Academy

Government of Bermuda

- Board of Education (Chair and Trustees)
- Child Development Programme
- Department of Education and Workforce Development
- Ministry of Education
- Success Academy

Home Schools Association
 IMPACT Mentoring Academy
 Institute for Talented Students
 Knowledge Quest
 Mount Saint Agnes
 National Parent Teacher Association
 New Beginnings Education Trust
 Saltus Grammar School

Scholarships.bm c/o ABIC
 Somersfield Academy
 Reading Clinic (The)
 Technology Leadership Forum
 Warwick Academy
 YouthNet

THE BERMUDA VITAL SIGNS® ARE ALIGNED WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS




Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

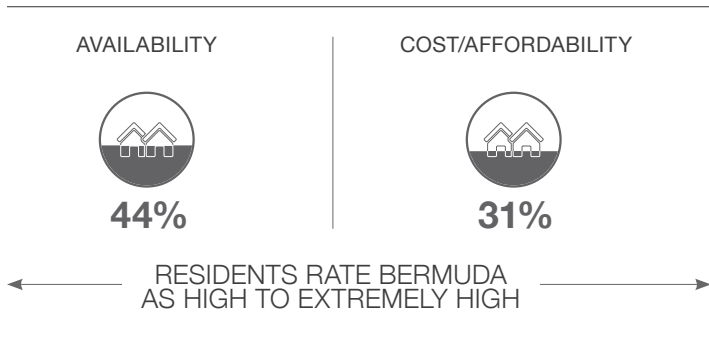


VITAL CONVERSATIONS



HOUSING CONVENING REPORT

Stable and affordable housing plays an important role in contributing to a vibrant community, as well as in providing families and individuals with a sense of security.



believed that Bermuda performed anywhere from average to poor. Similarly, 31% of residents perceived that Bermuda was performed well in terms of the cost of housing, and a strong majority of residents (69%) believed that Bermuda performed anywhere from average to poor. Of the two factors considered in rating the housing situation, residents were least satisfied with the cost of housing (or affordability). According to the most recent Household Expenditure Survey (2013), housing represented the largest share (29%) of weekly spending.

BERMUDA VITAL CONVERSATIONS

The Bermuda Community Foundation (the “foundation”) introduced Vital Signs® as an important step in identifying resident’s priorities related to their quality of life in Bermuda and the issues most important to them. The Vital Signs® programme has become a standard of excellence among community foundations around the world. It provides a methodology that evaluates community vitality and wellbeing and plays an important role in informing the allocation of resources. The reporting and prioritisation process is tailor-made to suit each jurisdiction’s needs.

In Bermuda, we conducted research on the community’s priorities, determined standardised outcomes based on that information and then sought further input from field experts in order to prioritise funding needs. This last step is carried out through convenings, known as “Vital Conversations”.

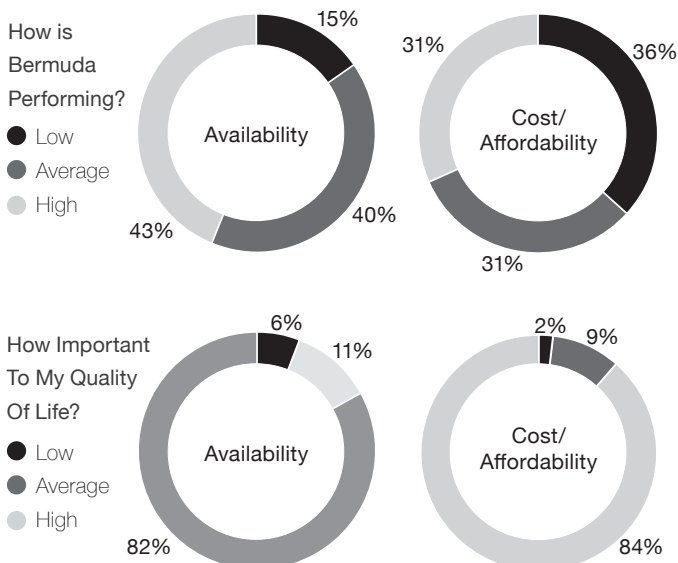
The foundation is hosting the Vital Conversation Series to further refine the valuable information gathered from the community. In this phase, local stakeholders convene to access public opinion, local, and international data for each of the Vital Signs® areas and prioritize the top outcomes that will guide the foundation’s funding strategy.

The availability of housing appears less problematic than affordability. The proportions of owner-occupied and non-owner occupied private dwelling units were nearly identical in 2010 and 2016, (Bermuda Census, 2016). This finding is unpredicted given economic challenges in recent years. Despite a decline in population numbers, and the stability of owner-occupied homes, there has been a noted rise in homelessness in recent years with a 68% increase between 2010 and 2016.

Overall, findings from the Vital Signs Report suggested that housing was very important to the quality of life in Bermuda. Home ownership emerged as a strong driver of quality of life, which further stressed the importance of improving the housing situation in Bermuda. Key housing-related measures included availability, affordability, equity and housing diversity, with access to affordable housing playing a central role.

THE FINDINGS

The 2017 Bermuda Vital Signs Report revealed Housing as one of seven priorities contributing to the quality of life in Bermuda. Public evaluations of Bermuda’s performance with respect to the availability and cost of housing suggested that particular attention was warranted in this area. While 44% of residents perceived that Bermuda was performing well on the availability of housing, the majority of residents (56%)



WHAT PEOPLE THINK

HOME OWNERSHIP
60%

Residents report owning their own home

THE PLAN

On February 28, 2019 the eleventh in the series of Vital Conversations was convened with health experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.

JUST THE FACTS

Number of new dwelling units completed



58
2015



57
2016



58
2017



Rise in cost of housing
(1993-2008)



175%



Increase in homelessness



82
2010

138
2016



VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

HOUSING

Provision of adequate, affordable accommodation

Existence of support networks and pathways to long-term stable housing	Fair tenant management	Improved supply of quality affordable housing and accommodation
<ul style="list-style-type: none"> • Availability of second stage housing • Average time taken to move from temporary to permanent accommodation • Number of housing support networks • Percentage of applicants recognized by the local authority as statutory homeless • Percentage of people with a need who are able to move into temporary accommodation 	<ul style="list-style-type: none"> • Availability of fair rent • Number of complaints against landlords • Number of legal proceedings against landlords 	<ul style="list-style-type: none"> • Availability of affordable home improvement services • Availability of mixed housing tenure: Home-ownership - homes owned outright and mortgaged • Availability of mixed housing tenure: Renting: - social rented housing and private rented housing • Level and affordability of local property values • Number of affordable homes built • Number of homes meeting the Decent Homes Standard (a minimum standard of housing conditions for all those who are housed in the public sector) • Percentage of people in high quality, secure affordable housing or rented accommodation • Waiting lists for housing for people with special needs • Waiting lists for social housing

Public and corporate policy and expenditure that supports good quality housing and local facilities

Improved investment, expenditure and procurement	Improvements in policy and legislation
<ul style="list-style-type: none"> • Corporate investment and expenditure (giving) on improving housing and local facilities with a social purpose • Government expenditure/funding for programmes • Government investment in housing and local facilities • Government support for housing benefits (both as an emergency safety net and ongoing where needed) • Use of procurement practices and public sector contracts designed to improve social outcomes (e.g. contracts that enable social enterprises and smaller SMEs to bid, outcomes-aligned contracts) 	<ul style="list-style-type: none"> • Change in policy and legislation to improve housing and local facilities • Changes to regulation • Level of relevant parliamentary activity (e.g. white papers published, committees formed, consultations or reviews conducted, citations made)

People have improved skills and access to information needed to maintain a tenancy.

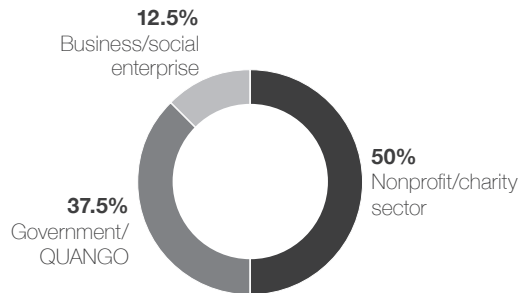
More people are able to access information about their rights and entitlements.	More people have the economic capacity needed to maintain a home.	More people develop the skills needed to maintain a home.
<ul style="list-style-type: none"> • Number of people at risk of losing their homes who get advice on preventing homelessness • Number of people receiving advice on benefits and entitlements. • Number of people receiving benefits they are entitled to. • Number of young people returning home. 	<ul style="list-style-type: none"> • Number of people with reduced debt. • Number of weeks of rent arrears. • Proportion of income spent on housing cost. • Ratio of house price to income. 	<ul style="list-style-type: none"> • Number of people demonstrating an improvement in: <ul style="list-style-type: none"> • Living skills; • Managing money; • Managing tenancy.

Key Outcome Category | Specific Outcome | Indicator(s)

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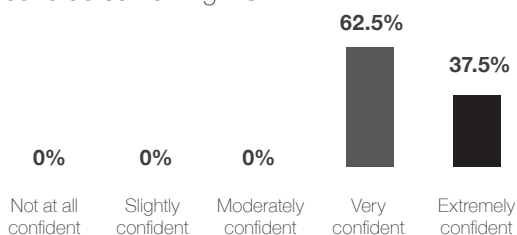
WHAT THE EXPERTS SAID

The majority of participants were:



While each participant brought their sector-specific knowledge, all participants were also able to bring their own perspectives as home owners and tenants; making for a dynamic conversation. Participants benefited from the exchange of ideas to the degree that 87% reported that the experience caused them to examine their own organizational goals.

The participants were very confident that their prioritized outcomes, if achieved, would improve the quality of life of Bermuda residents. One representative from the government/QUANGO sector stated that “community knowledge, education and resources for adequate and affordable housing would be the impetus to a more settled and sustainable community.” The participants were able to connect housing with a variety of related factors that either improve or diminish the quality of life. One participant expressed a sense of urgency as it related to their efforts to address housing in a meaningful way, “If we do not address the housing issues, Bermuda WILL FAIL! Therefore we need to do something NOW!”



HOW CONFIDENT ARE YOU THAT THE TOP PRIORITY OUTCOMES, IF ACHIEVED, WOULD IMPROVE THE QUALITY OF LIFE FOR BERMUDA RESIDENTS?

The prioritization of outcomes strongly reflected the issues originally expressed by Bermuda residents in the Vital Signs report. Tackling the affordability of housing was a main focus for the group. One member stated that, “People are challenged to have employment that meets the cost of housing. Adequate and affordable housing is important to all income levels. People want to make sure they are getting value for their money.” While there may be a concern for value for money, low income earners face the real threat of homelessness.

“Air BB and vacation rentals have decreased the one and two bedroom units from being available at an affordable price for locals.”
- Nonprofit sector member

One participant stated that, “the issue is not having enough affordable housing across the entire income span but the lower income area is in crisis when it takes at least two thousand dollars to rent a place.” This reality is complicated even more with what would be considered a viable expansion in tourism. One participant observed, “Air BB and vacation rentals have decreased the one and two bedroom units from being available at an affordable price for locals.” Ironically, growth in one area could be having negative repercussions in another. As homeowners try to capitalize on their investment with short-term rentals, this perhaps may be having an adverse effect on the availability of affordable rental units on the market.

Not only was the cost of housing seen as an issue across all levels of income earners, it was also seen as a major problem for seniors. Traditionally, home ownership in Bermuda was made possible for the middle class because homes were intentionally built with rental units to supplement income. One participant shared, “Homes with rental units are very important for seniors because they use those funds for care and living. The income unit has been the key to surviving in Bermuda. Thus the landlord – tenant relationship is at the bedrock of the Bermuda community.” For those seniors who are less fortunate, the lack of affordable options that cater to fixed incomes as well as the need for varying levels of care was seen as particularly challenging. A participant stated, “we lack more assisted living accommodations, especially with the aging population. We are an aging population and we need more senior living.”

However, as it has become more difficult for younger generations to purchase their own homes, multiple generations now abide on the same homestead. One participant said, “thirty-five to forty year-olds are saying I want to buy a place but can’t afford one.” Younger college graduates who return from school find it challenging to achieve homeownership as well. A participant commented, “youngsters who leave for school don’t want to come back because they cannot get a job or afford to live here.” Similarly, another participant said, “educated youngsters are living abroad because they know they cannot afford to live in Bermuda and buy a home.” On the other end of the spectrum, it was noted that there was an increase in homelessness amongst younger adults. One participant, familiar with the Hustle Truck program shared that “they have younger people coming out for employment opportunities and that they are now sleeping on the porch of the worksite (Harmony House) because they have nowhere else to sleep.”

There was a great deal of attention paid to public policy and

government housing. In terms of affordable housing, there was a sentiment that better policies were needed to address some of the underlying issues preventing residents from building more stable lives. A participant shared that, "trying to help graduate people out of affordable housing is difficult due to certain behavioral issues (substance abuse, lack of employment, etc). Many people are not interested in moving out and up." Similarly, another participant commented, "the support system for seniors, youth, and mentally ill is the piece lacking overall on the island. Young people are not getting the skills they need to survive and there is no safety net for them. . . .policy can be the safety net for people in terms of providing funding schemes/programs to help people transition from financially assisted living to obtaining home ownership."

There was a consensus that the government and other

decision makers needed to take a new perspective on housing in Bermuda. With unemployment a present reality and other pervasive social issues impacting the island, a paradigm shift may be needed. A participant concluded, "from a macro perspective there need to be a shift – we have a car without wheels. . .we built a country with no safety net to support the country. We worked so hard to make it better and never dreamed we would be in this place. Any security net we had in the past is no longer sufficient. We are shifting things to support various needs. This is Bermuda growing up. I think we will overcome it but we have to start by recognizing the complexity and making sacrifices (like taxes). We can adjust but we must use the talent we have currently to resolve these problems."

WHO WAS THERE

Jecoa Burrows	Real Estate Agent	Progressive Realty
Vance Campbell	Deputy Chairman	Bermuda Housing Trust
Joanna Cranfield	Business Development Manager	West End Development Corporation
Major Barrett Dill	General Manager	Bermuda Housing Corporation
	CEO	Bermuda Land Development Corporation
Claudette Fleming, PhD	Executive Director	Age Concern Bermuda
	Project Lead	Green House Project
Kanel Johnson	Finance Officer	Bermuda Housing Corporation
Calvin Ming	Divisional Director of Public Relations & Development	Salvation Army
Desiree O'Connor	Support Services Manager	Bermuda Housing Corporation
Sandra Warner (for Sheila Cooper)	Programme Assistant	Habitat for Humanity - Bermuda
Sheelagh Cooper*	Executive Director	Habitat for Humanity - Bermuda
Pandora Glasford*	Director	Department of Financial Assistance
Kelly Hunt*	Executive Director	Coalition for the Protection of Children

*Regrets: confirmed but not in attendance

The Vial Signs Convenings are facilitated with the support of the BCF Vital Signs team: Research Coordinator, Dr. Tamara Gathright Fritz of Strategic Evaluation Consulting; BCF Managing Director, Dr. Myra Virgil; BCF Programme Associate,

AN EVOLVING PROCESS

We strive to inform these convenings with high-level field and content area expertise. We ask participants to use their knowledge to inform this work at a national level. We appreciate the participation of the attendees of this convening. Also considered for participation, and therefore, potential community resources on this issue are:

- Age Concern Bermuda
- Bermuda Bankers Association
- Bermuda Housing Corporation
- Bermuda Housing Trust
- HomeStart c/o Clarien Bank
- Coalition for the Protection of Children
- Government of Bermuda
 - Department of Financial Assistance/Social Assistance
 - Department of National Drug Control
 - Department of Public Lands and Buildings
- Green House Project c/o Age Concern Bermuda
- Habitat for Humanity - Bermuda
- Loughlands
- Salvation Army
- Teen Haven
- West End Development Corporation
- Women's Resource Centre - Housing Initiatives





SAFETY & SECURITY CONVENING REPORT

When residents feel safe the community becomes more vibrant with stronger social connections which leads to a better quality.

BERMUDA VITAL CONVERSATIONS

The Bermuda Community Foundation (the “foundation”) introduced Vital Signs® as an important step in identifying resident’s priorities related to their quality of life in Bermuda and the issues most important to them. The Vital Signs® programme has become a standard of excellence among community foundations around the world. It provides a methodology that evaluates community vitality and wellbeing and plays an important role in informing the allocation of resources. The reporting and prioritisation process is tailor-made to suit each jurisdiction’s needs.

In Bermuda, we conducted research on the community’s priorities, determined standardised outcomes based on that information and then sought further input from field experts in order to prioritise funding needs. This last step is carried out through convenings, known as “Vital Conversations”.

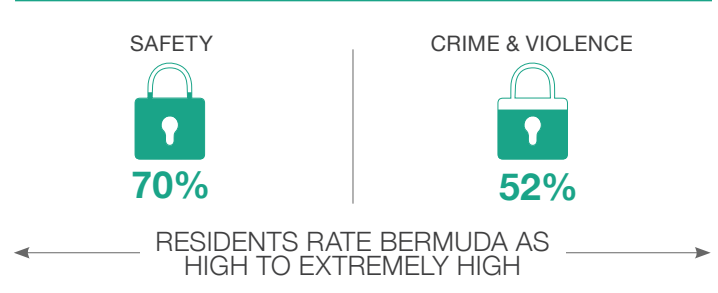
The foundation is hosting the Vital Conversation Series to further refine the valuable information gathered from the community. In this phase, local stakeholders convene to access public opinion, local, and international data for each of the Vital Signs® areas and prioritize the top outcomes that will guide the foundation’s funding strategy.

THE FINDINGS

The 2017 Bermuda Vital Signs Report revealed Safety and Security as one of seven priorities contributing to the quality of life in Bermuda. The majority (70%) of residents feel that Bermuda is a safe place to live. Whereas, a slight majority (52%) reported that Bermuda fares well in terms of the occurrence of crime and violence. By international standards, Bermuda is a relatively safe society – and increasingly so, as the crime rate has maintained a long-term downward trend.

There has been an overall decrease in crime in Bermuda since 2011. After a one-time rise in the number of offences in 2015, the overall downward trend in crime continued, with 3,202 offences in 2017, compared to 3,576 in 2016, a year-over-year decline of 10%. According to the Bermuda Police Service 2017 Crime Statistics Report, 2017 marked the lowest number of criminal offences recorded since 2000.

Feelings of safety in one’s community can affect overall quality of life, and can be influenced by several factors like age and gender. Threats of violence were more commonly



reported by residents between the ages of 18 and 39 years and among women. Additionally, threats were higher among widowed, divorced, or separated seniors compared with residents overall (17% vs. 10%). (Bermuda Health Council, 2013).

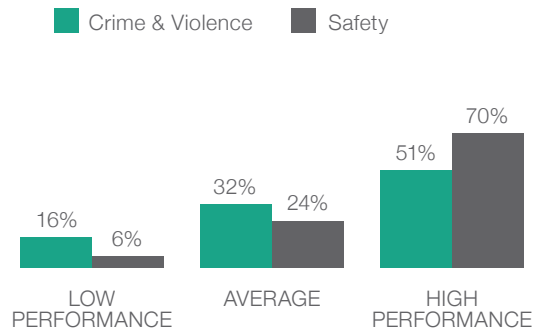
In 2017, the majority of offences were property crimes (2,144 offences), while there were also 645 offences against people, and 413 community crimes such as firearms and other weapons offences (Analysis Unit, 2017). Despite an overall decrease in crime, there was an increase in certain crimes in 2017 including sexual assaults, firearms and weapons, disorders, criminal damage, theft of property, and fraud/deception.

Concerns have run high in Bermuda about gang-related criminal activity and violence since the early 2000s, even though the current level of such activity may not warrant heightened concern, likely related to the implementation of the Gang and Violence Reduction Strategy by the Bermuda Police Service in 2010, (Bermuda Police Service, 2016). According to OSAC, the majority of the gun violence and drug activity in Bermuda stemmed from organised gang crime (Overseas Safety Advisory Council, 2012). The 2018 OSAC report noted that while gangs participated in illegal drug sales, conflict between gangs was not generally motivated by the drug trade, (Overseas Safety Advisory Council, 2018). Drugs entering Bermuda are primarily for local consumption, in contrast to many Caribbean Islands where drug shipments typically stop-over en-route to the US (Overseas Safety Advisory Council, 2012).

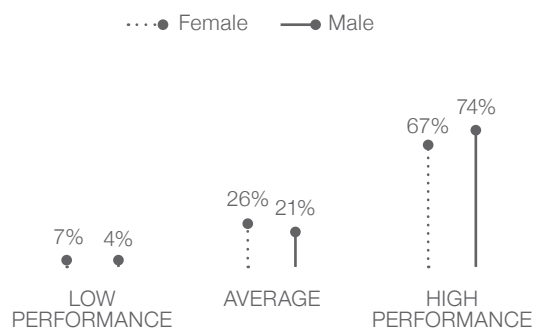
Overall, crime statistics have decreased over time and safety is an important factor influencing the quality of life for Bermuda residents. Building a strong sense of safety and security is central to creating a strong, vibrant and livable community.

WHAT PEOPLE THINK

HOW IS BERMUDA PERFORMING?



HOW IS BERMUDA PERFORMING?



BERMUDA POLICE SERVICE

63%

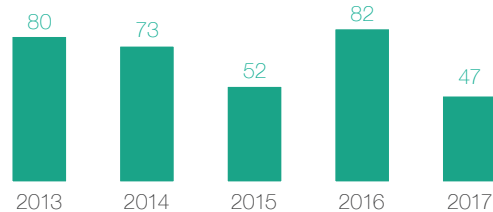
of residents are satisfied with the Bermuda Police Service (2012)

THE PLAN

On February 28, 2019 the tenth in the series of Vital Conversations was convened with sector experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.

JUST THE FACTS

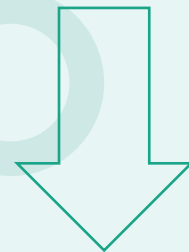
FIREARM INCIDENTS



CRIME RATE

10%

DECREASE IN THE LEVEL OF CRIME IN BERMUDA FROM 2016-2017



ROAD ACCIDENTS

11%

DECLINE IN ROAD ACCIDENTS IN BERMUDA FROM 2016-2017



SERVICE CALLS

48%

DECLINE IN NUMBER OF POLICE CALLS FOR SERVICE IN BERMUDA FROM 2016-2017



VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

SAFETY & SECURITY

Strong and safe communities		
<p>Improved public experience of safety</p> <ul style="list-style-type: none"> • Availability and use of training on self-defence • Availability and use of training to combat extremism • Presence of Neighbourhood Watch Schemes • Reported confidence in the safety of the local community • Self-reported levels of worry about being a victim of crime (including burglary, car crime, violent crime, terrorism) 	<p>Reduction in levels of crime, harassment and disorder</p> <ul style="list-style-type: none"> • Level of anti-social behaviour in communities • Levels of gang prevalence, gang activity • National/local rates of crime • Number of NEETs in gangs [Not in Education, Employment or Training] • Number of severe crimes committed • Rate of harassment, stalking or bullying (on the grounds of e.g. race, sex, disability, sexual orientation, age) • Rate of reoffending 	
Reduced crime		
<p>Reduced overall level of crime</p> <ul style="list-style-type: none"> • Proportion of people reporting to have been a victim of crime in the last 12 months 	<p>Reduced acquisitive crime <i>[i.e., shoplifting, burglary, theft and robbery]</i></p> <ul style="list-style-type: none"> • Proportion of people reporting to have been a victim of acquisitive crime in the last 12 months 	<p>Reduced arson</p> <ul style="list-style-type: none"> • Proportion of people reporting to have been a victim of arson in the last 12 months
<p>Reduced assault with injury</p> <ul style="list-style-type: none"> • Proportion of people reporting to have been injured as a result of violent crime in the last 12 months • Recorded rate of 'violence with injury' 	<p>Reduced crime linked with alcohol</p> <ul style="list-style-type: none"> • Proportion of people reporting to have driven a vehicle under the influence of alcohol in the last 12 months • Proportion of people under the influence of alcohol when performing a criminal offence in the last 12 months 	<p>Reduced criminal damage</p> <ul style="list-style-type: none"> • Police recorded incidents of criminal damage • Proportion of people reporting to have been a victim of vandalism in the last 12 months.
<p>Reduced domestic violence</p> <ul style="list-style-type: none"> • Police recorded domestic homicide rate • Police recorded domestic violence rate • Proportion of people reporting to have been a victim of domestic violence in the last 12 months • Proportion of victims of domestic violence reporting to be victims of repeat incidents of domestic violence 	<p>Reduced drug-related (Class A) crime rate</p> <ul style="list-style-type: none"> • Proportion of 16 to 59 year olds reporting use of drugs in the last 12 months • Rate of drug related offending (Class A) 	<p>Reduced hate crime</p> <ul style="list-style-type: none"> • Police recorded rate of 'hate crime' • Proportion of people reporting to have been a victim of 'hate crime' during set reference period • Proportion of people reporting to have been a victim of racially motivated crime in the last 12 months
<p>Reduced knife crime</p> <ul style="list-style-type: none"> • Number of admissions to [hospital] involving wounds suffered as the result of assault with a sharp object • Proportion of people reporting to have experienced knife crime in the last 12 months • Recorded rate of 'violence with sharp instrument' 	<p>Reduced overall level of crime</p> <ul style="list-style-type: none"> • Police recorded crime rate • Proportion of people reporting to have been a victim of crime in the last 12 months 	<p>Reduced violent crime</p> <ul style="list-style-type: none"> • Proportion of people reporting to have been a victim of violent crime in the last 12 months • Recorded rate of violent crime

Key Outcome Category **Specific Outcome** • Indicator(s)

We are pleased to make more detailed outcome and indicators reporting available to BCF fund holders. Special terms and conditions apply. Contact info@bcf.bm

Reduced harassment and bullying

Change in level of sexual harassment	Reduced prevalence of bullying in schools	Reduced prevalence of workplace bullying
<ul style="list-style-type: none"> • Proportion of people reporting to have been a victim of sexual harassment in the last 12 months 	<ul style="list-style-type: none"> • Number of school pupils reporting to have been a victim of bullying 	<ul style="list-style-type: none"> • Number of people reporting to have been harassed or bullied at work

Reduced reoffending

Reduced likelihood of reoffending	Reduced overall reoffending rate	Reduced reoffending amongst young people
<ul style="list-style-type: none"> • Score on Offenders Group Reconviction Scale (OGRS) (a static actuarial risk assessment instrument, predicting criminal recidivism by adult offenders) 	<ul style="list-style-type: none"> • Proven reoffending rate for drug misusing offenders • Proven reoffending rate for those released from custody • Proven reoffending rate for those starting a court order • Rate of proven reoffending 	<ul style="list-style-type: none"> • Proven reoffending rate amongst juvenile offenders

Improved public perception of safety

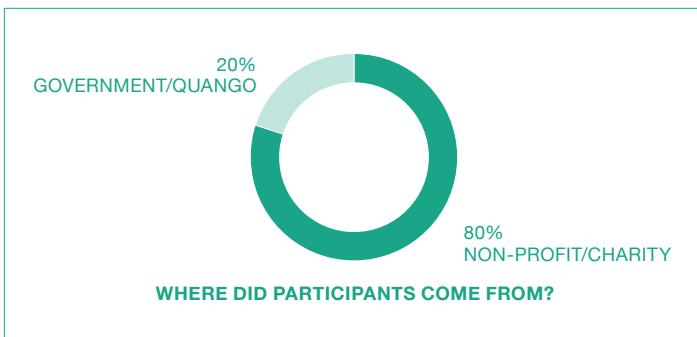
Reduced fear of burglary	Reduced fear of car crime	Reduced fear of crime in general	Reduced fear of terrorism	Reduced fear of violent crime
<ul style="list-style-type: none"> • Self-reported level of worry about being a victim of burglary 	<ul style="list-style-type: none"> • Self-reported level of worry about being a victim of car crime 	<ul style="list-style-type: none"> • Self-reported level of worry about being a victim of crime 	<ul style="list-style-type: none"> • Self-reported level of worry about being a victim of terrorism 	<ul style="list-style-type: none"> • Self-reported level of worry about being physically attacked by a stranger • Self-reported level of worry about being raped

Key Outcome Category **Specific Outcome** • Indicator(s)

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WHAT THE EXPERTS SAID

The Vital Signs Conversation on Safety and Housing was primarily attended by representatives from the non-profit/charity sector (80%) and the remainder from the government/QUANGO sector (20%). Participants reported that both the group process of prioritizing the outcomes and the resulting conversation were beneficial. Ninety percent (90%) of participants reported that the conversation caused them to examine their own organizational goals and outcomes. One participant reiterated this point by connecting the outcomes with their own organizational efforts and the need to evaluate their impact, *"It made me more aware of the importance of obtaining various statistics from stakeholders to see the impact that we are making on the community."* There was value placed on the collaborative effort by the group. One participant stated, *"getting the different perspectives of how and why these areas have an impact from different segments of society revealed common causes"*



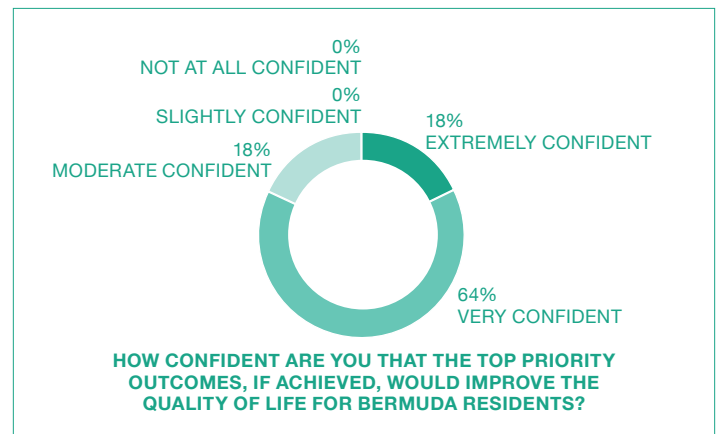
and another stated, *"I think this process showed me what outcomes are being measured world-wide and also it shows what other professionals in the room believe to be a priority."* Another positive outcome of the exercise was that participants were able to connect the importance of the outcomes with funding strategies, *"The rankings on the topics of priority should clearly show where funding and resources must be placed. The collective interaction helped in changing the views of individuals."*

The majority (64%) of participants were very confident that the prioritized outcomes, if achieved, would improve the quality of life in Bermuda. The remainder were equally split with 18% having moderate confidence and 18% reporting that they were extremely confident in the impact the outcomes could have on quality of life. One participant stated, *"I believe that if we can begin to address the top three to four outcomes [on list of prioritised outcomes], we should see a change in culture and the quality of life for Bermudians."*

As the group debated the merits of each outcome, they came to the realization that, if achieved, some of the outcomes would resolve many other ancillary issues represented by other outcomes. A combination of the robust dialogue and various expert perspectives, provided a good backdrop for this group

“ I believe that if we can begin to address the top three to four outcomes [on list of prioritised outcomes], we should see a change in culture and the quality of life for Bermudians. ”
- Participant comment

coming to the understanding of the interdependent nature of the outcomes. One participant stated, *"the topics are intertwined. If you have impact on one outcome it influences another outcome. Perhaps the two keys are reduced crime and strong and safe communities. All the other outcomes fuel the achievement of these two. Drugs, alcohol, and re-offending have to be dealt with in order to get to the top outcomes."* They were also aware of the need for specific data to inform future efforts to reduce crime on the island. One participant stated, *"To achieve better results we need better information. What crimes are happening where? What tips are being received on what types of crimes? What crimes are being solved? What cases hang open indefinitely? Where are the concentrations of specific crimes? What crimes are reported and what actions are taken?"* This could be a clarion call for the police and government to provide community level data more frequently so that organisations in the third sector could be more responsive in their programming.



The group also discussed the need to examine and involve the schools and the criminal justice system in efforts to reduce crime and create safer communities. One participant expressed a concern with the increase in bullying and the relationship to gang behavior in schools, *"When visiting the schools and even preschools, there is a lot of bullying evident. Gang prevention programs in schools would help reduce certain crimes in the long run. We need data from social services to know how effective these efforts have been."* Again, this group valued data as a means of making evidence-based decisions on programming. There were also many concerns expressed regarding the "pipeline" from schools to the correctional system. If certain behaviors could be curtailed at an early age in schools and replaced by pro-social behaviors, then it would follow that

there would be a reduction in anti-social and criminal behaviors later in life. One participant commented, *“Safer communities help reduce crime and help break the cycle of crime. Once the option of a lifestyle of crime is removed from a young life they could be more likely to focus on education resulting in better careers, finances and life choices. This then starts a positive cycle in the community which can expand outward and improve the lives of those around them.”* There were also specific ideas about focused attention on at-risk youth and young juvenile offenders. One group member stated, *“Working groups including community members, the police, Attorney General’s office, Legal Aid, and Child and Family Services, need to design and create policies. Some examples would be, increasing restorative justice practices and programs targeted to at-risk youth in all levels of the education system. Also, we need coordinated service approaches for young people identified as at-risk and a restructuring of our alternative education system.”*

Group members were also focused on day to day life at the community level and how negative behaviors are sometime overlooked. Comments included, *“Many people who are ‘community leaders’ do not check gang related behavior because they don’t want to offend or rustle feathers or cause conflict. We must tell people directly what behaviors are unacceptable and be clear about it. Negative behavior has been incorporated into our culture so that it is now acceptable. Also, everyone is trying to protect themselves,”* and *“Home life is important to everything. If my home/family allows me to sell*

drugs, bring in illegal items, or perpetrate violence then I will think it is fine in the community.” Such comments suggest the need for more agency amongst community members to help curb unwanted behaviors in their own neighborhoods. One member succinctly stated, *“Strong and safe communities happen with community members stand up and say ‘Hey this is not OK for you to do in my neighborhood!’”* Another participant reminded the group that the size and closeness of communities on the island also served to curtail such agency, *“When you ask community members how crime affects them, they do not have a response because they know the perpetrator and have seen them grow up in the community.”*

Finally, some participants believed that community members may live up to the “reputation” of their community/neighborhood akin to a self-fulfilling prophecy. A participant stated, *“the perception of where people live impacts what they think is normal in their environment. Improvements to a neighborhood may help people have higher expectations and perhaps different behaviors. People think and behave according to the perceptions of their area. If we work together to change the quality of life, you will see [individuals have] an improved perception of themselves.”* This sentiment would suggest that certain neighborhoods were presumed to be crime-ridden. Environment certainly impacts behavior but this logic would not explain the occurrence of crimes that occur in neighborhoods that do not carry such stigma.

WHO NEEDED TO BE IN THE ROOM

Representatives of key government entities, policy influencers and makers, nonprofits, vendors and service providers in the relevant field were invited to participate in the convening. They were also encouraged to nominate additional participants we may not have considered. The purpose was to ensure that the convening outcome would reflect input from those with the greatest experience and knowledge of the topic under review. This would include senior civil servants, nonprofit executives, industry leaders and community experts in their respective fields. At the convening, participants were asked to step aside from their individual affiliations and participate in the discussions as policy influencers, programme and service providers, researchers and other professionals for the benefit of Bermuda.

WHO WAS THERE

PC Adrian Haynes	Police Constable (Community Officer)	Bermuda Police Service
PC Arthur Dill	Police Constable (Community Officer)	Bermuda Police Service
Carrie Tucker	Clinician	Gina Spence Productions
Darren Woods	Outreach and Prevention Manager	Ministry of National Security
Gina Spence, PhD	CEO/Founder	Gina Spence Productions
PC Jean Louis	Police Constable (Community Officer)	Bermuda Police Service
Kimberly Jackson*	Executive Director	Mirrors
PC Krishna Singh	Police Constable (Community Officer)	Bermuda Police Service
Marsha L. Burrows	Director	Crime Stoppers Bermuda
PC Peter Philpott	School Resource Officer	Community Action Team – Crime Prevention
Simon Van de Weg	Director	Crime Stoppers
Trudie Ottolini	Director	Crime Stoppers
PC Vernon Wears	Community Police officer	Bermuda Police Service
Zina Woolridge*	Manager	Department of Court Services

*Regrets = Confirmed but not in attendance

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AN EVOLVING PROCESS

We strive to inform these convenings with high-level field and content area expertise. We ask participants to use their knowledge to inform this work at a national level. We appreciate the participation of the attendees of this convening. Also considered for participation, and therefore, potential community resources on this issue are:

- | | |
|--|--|
| <ul style="list-style-type: none"> Bermuda Police Service – Community Action Teams Cari Foundation Centre Against Abuse Crime Stoppers Gina Spence Productions Government of Bermuda <ul style="list-style-type: none"> • Coordinated Crisis Response Team • Department of Court Services • Gang Violence Reduction Programmes • Gang Resistance Education and Training (GREAT) • Interagency Gang Enforcement Team (IGET) • Ministry of National Security • Redemption Farm • Triage Services • Violence Reduction Team • Inter-Agency Committee | <ul style="list-style-type: none"> Mirrors MOM Bda Neighbourhood Watch Operation Ceasefire Peacebuilders 2122 Police Complaints Authority Prison Fellowship Prison Outreach Visionz (Desmond Crockwell) |
|--|--|

THE BERMUDA VITAL SIGNS® ARE ALIGNED WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



11

SUSTAINABLE
CITIES AND
COMMUNITIES

Make cities and human settlements inclusive, safe, resilient and sustainable



COMMUNITY WELL-BEING: THE ENVIRONMENT CONVENING REPORT

This aspect of quality of life refers to the degree to which residents are actively engaged in the local culture and community, and are taking action to improve their community in terms of being a good place to live

BERMUDA VITAL CONVERSATIONS

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The foundation is hosting the Vital Conversation Series to further refine the valuable information gathered from the community. In this phase, local stakeholders convene to access public opinion, local, and international data for each of the Vital Signs® areas and prioritize the top outcomes that will guide the foundation’s funding strategy.

THE FINDINGS

The 2017 Bermuda Vital Signs Report revealed Community Wellbeing as one of seven priorities contributing to the quality of life in Bermuda. Community wellbeing is defined broadly by a variety of indicators, including those related to the community’s artistic, cultural, and heritage offerings, a sense of belonging, residents’ sense of engagement, and the environment. In terms of the environment, a healthy majority of residents rate Bermuda favourably in this area.

While the majority of residents rate Bermuda positively on the environment, the Sustainability Index remained at an average grade for a significant period of time. The Sustainability Index for Bermuda improved slightly from a grade of “C” in 2007 to a “B-” in 2013. According to the former Sustainable Development Department, key indices for the environment included energy usage, number of registered vehicles, and usage of public transportation. On a global perspective, other environmental indices (albeit related) include CO2 emissions, energy usage, electric power consumption, population growth, and others; of which the presence of Bermuda data is variable.

THE ENVIRONMENT

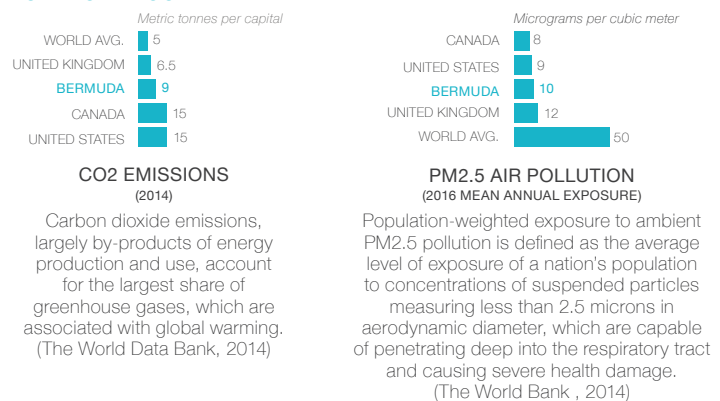


72%

RESIDENTS RATE BERMUDA AS HIGH TO EXTREMELY HIGH

- Locally, recent data on certain environmental factors has been mixed. For example:
- Total electricity consumption in 2016 fell to approximately 586 million kWh from 590 million kWh in 2015
 - Collected waste increased by 7.47%
 - Total rainfall increased by 26.11%
 - Bermuda’s reefs were revealed to be in fair to poor condition and in need of additional protected marine areas (for certain species and habitats) to maintain reef resiliency
 - Of the total marine area (4236.11 km²) in Bermuda, 6.96% (294.74 km²) is classified as protected.

HOW DO WE COMPARE?

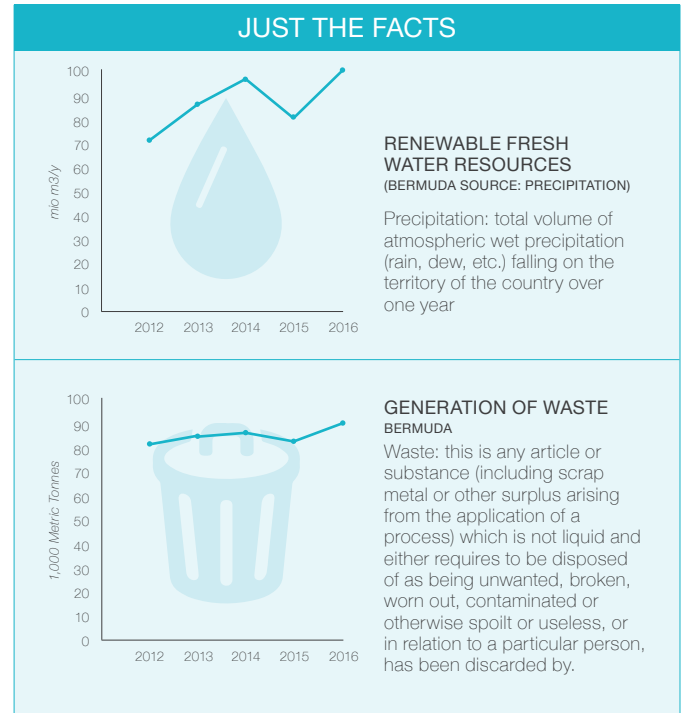


Bermuda is uniquely dependent on environmental conditions both locally and globally. It has been posited that a worsening environment and certain environmental policies may impact the island’s primary economic drivers (e.g., international business and tourism). However, negative environmental conditions can affect the most basic of needs such as freshwater, energy, and many others. Climate change, specifically global warming, represents a myriad of significant threats including rising sea levels and warmer temperatures that could have catastrophic results for the archipelago.

Overall, residents approve of Bermuda’s environmental situation, with the majority offering a positive rating. The modest improvements shown on the Sustainability Index for Bermuda may support the notion that Bermuda’s actions to protect its environment have had some positive impact, at least in the eyes of residents. However, worsening environmental conditions represent a clear and present threat to the island of Bermuda and serve as motivation to continue efforts to preserve and protect the environment as well as to consistently measure and monitor conditions and their impact locally.

THE PLAN

On May 11, 2018 the sixth in the series of Vital Conversations was convened with environmental experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.



VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

ENVIRONMENT

Strong public awareness of and engagement with the natural environment, and good sectoral understanding as to how to sustain it

Improved public awareness	Improved public engagement	Improved sectoral understanding as to how to tackle the problems presented by threats to the natural environment, and how best to sustain it
<ul style="list-style-type: none"> • Change in public perception and improvements to any underlying prejudices • Change in public perception and improvements to any underlying prejudices • General availability of accurate and comprehensible information • Impact on locality (measures of local pollution levels and consequences) • Improved public awareness • Level of media exposure associated with conservation of the natural environment (e.g. number of articles published on the subject in mainstream media; exposure on tv, radio; internet traffic) • Level of public awareness about the causes and consequences of the problem • Number of educational programs run • Number of school visits to conserved space • Public donations to related charities • Public events, rallying, campaigning • Volume of wastewater discharged to sewer or other water bodies (if applicable) 	<ul style="list-style-type: none"> • Institutional and organisational engagement with stakeholders over issues related to sustainability and the conservation of the natural environment • Public levels of engagement with sustainable behaviours (e.g. energy saving, recycling, water usage, transport) • Public volunteering on projects and initiatives 	<ul style="list-style-type: none"> • Funding for research • Innovation of new ideas, technologies and approaches • Research and evidence relating to the problem and interventions (e.g. studies conducted, papers published) • Retirement of previous methods shown by research to be ineffective • Support for the sector through quality umbrella bodies • Uptake of new ideas by other organisations or government

Sustainable Agriculture

Locally grown food	Organic farming
<ul style="list-style-type: none"> Availability of farmer's markets Availability of locally sourced food in shops 	<ul style="list-style-type: none"> Area of land farmed sustainably Associated reductions in greenhouse gas emissions and environmental damage (reductions in use of fertilizer, mitigation of soil erosion) Number of organizations achieving recognized standards for sustainable agriculture Volume of organic produce

Public and corporate policy and expenditure that supports the natural environment

Improved investment, expenditure and procurement	Improvements in policy and legislation
<ul style="list-style-type: none"> Government investment in sustainability and the conservation of the natural environment 	<ul style="list-style-type: none"> Changes in policy and legislation that support improvements in sustainability and the conservation of the natural environment Changes to regulation (e.g. introduced to improve energy efficiency) Level of relevant parliamentary activity (e.g. white papers published, committees formed, consultations or reviews conducted, citations made)

Conservation of Natural Spaces and Heritage

Awareness, access and inclusiveness of natural space / heritage	Community benefits	Community feedback and involvement
<ul style="list-style-type: none"> Awareness surveys Distribution of information (publications, website hits, use of community resources to propagate word of mouth) Number of pieces published in the media associated with the conserved space Number of visitors to conserved space Cost of entry Number of visitors from minority and disadvantaged groups Number of special access/ interest programmes 	<ul style="list-style-type: none"> Number of community organisations using conserved space Number of community events (e.g. walks, youth meetings, arts performances) taking place in conserved space (attendance) Number of social enterprises using conserved space Number of local people participating Levels of volunteering 	<ul style="list-style-type: none"> Visitor feedback (volume, number of suggestions; changes implemented as a result of feedback) Number of involvement groups / participative sessions held with community or visitor public

Conservation of natural spaces, natural heritage and biodiversity	Education and research	Local economic benefits
<ul style="list-style-type: none"> • Air quality measures (relating to diminished environmental risk) • Levels of biodiversity • Area of natural space or heritage (e.g. habitats, forests, water bodies, coastlines) conserved • Area of natural space or heritage restored or created (e.g. derelict or brownfield sites converted) • Number of trees planted • Number of visitors to conserved spaces • Population numbers (changes) of wildlife/plant species • Area of natural space (e.g. habitats, forests, water bodies, coastlines) conserved • Number of species protected • Response from sector, special interest groups on value and effectiveness of conservation • Air quality measures, diminished environmental risk awareness surveys 	<ul style="list-style-type: none"> • Number of school visits to conserved space • Number of school children visiting conserved space • Number of educational programmes run (attendance) • Provision and distribution of information relating to the environment and heritage (number of leaflets distributed, documents downloaded etc.) • Involvement in policy making • Number of research documents published (sector / academic responses to research) 	<ul style="list-style-type: none"> • Value of local spending by visitors to conservation area • Number of local jobs created • Number of local training opportunities, volunteering opportunities created • Increase in property values, land values • Public investment into the area (where conserved space identified as a contributing factor in investment decision) • Value and number of new local businesses (where conserved space identified as a contributing factor in location decision)

Sustainable buildings and transport

Construction and renovation of buildings with an environmental purpose	Core environmental focus areas for building management of green buildings	Sustainable transport
<ul style="list-style-type: none"> • Area of brownfield or previously contaminated land reused • Number of units built/renovated to high environmental standards (using e.g. BREEAM measures) • Populations of species of plants/animals conserved • Related reductions in lifetime greenhouse gas emissions (of projects/buildings) • Use of environmentally responsible construction techniques (relating e.g. to use and sourcing of materials, energy consumption, site waste) • Value and built area of units built/renovated to environmental standards 	<ul style="list-style-type: none"> • Percentage of building needs serviced by natural light and natural ventilation • Reductions in energy use and onsite energy generation • Related reductions in greenhouse gas emissions and pollution • Volume of waste produced, recycled (proportion) • Volume of water consumed, recycled on site 	<ul style="list-style-type: none"> • Percentage of the population walking, cycling, using public transport • Related reductions in greenhouse gas emissions • Availability of sustainable transport options • Improvements to sustainable transport options (e.g. improved cycle lanes, public transport) • Reduction in levels of unsustainable company and personal travel (e.g. air miles, car miles) • Uptake of sustainable transport options

Key Outcome Category **Specific Outcome** • Indicator(s)

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WHAT THE EXPERTS SAID

The Vital Conversation focusing on The Environment (an aspect of Community Wellbeing), was attended by a diverse group of researchers, scholars, and activists across different sectors. The discussion was enriched by the breadth and depth of perspectives and knowledge.



The responses were mixed when asked about their level of confidence that the top prioritised outcomes would lead to a better quality life for Bermuda residents. While a large majority had some degree of confidence (93.3%) there were some participants who had no confidence (6.7%) in the potential impact of the outcomes.

Of those expressing the highest levels of confidence, many expressed that community engagement and government action were very necessary to the success of the outcomes being achieved. Some related comments included, *“increased awareness and supportive policies with many and diverse voices included will go a long way to an improved quality of life,”* and *“without awareness, engagement, and funding, nothing can be achieved. Many organizations are working diligently on this within the community, but the government needs to have a bigger presence,”* and *“the outcomes should equal success, however, these priorities need to be enacted and enforced.”*

The message was clear that participants believed that success was contingent on both community members and government playing their roles. Of those expressing moderate levels of confidence, the success of the outcomes were predicated on the same factors but they were somewhat less confident that actions on the part of individuals and the government would actually occur. For example, a participant expressed that *“having the environmental data is important but if the public doesn't know about it or understand their role, then nothing changes.”*

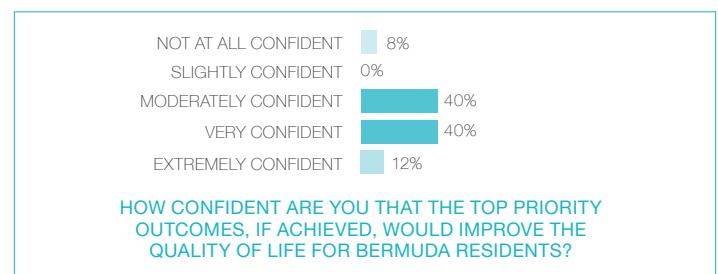
“Increased awareness and supportive policies with many and diverse voices included will go a long way to an improved quality of life.”

- Nonprofit sector member

Another related comment, *“increased environmental awareness is only effective if that translates in far more people taking individual actions and putting pressure on government to drive policy changes.”*

There are many other areas that impact quality of life as well as environmental factors, so while quality of life in general will improve if we improve our environmental stewardship, I recognise that for many there are more critical immediate factors impacting their quality of life (health, housing etc).” Still others put the onus squarely on the government, one participant stated, *“raising awareness and engaging residents will assist in sustainable implementation of measures beneficial to Bermuda. However, I believe that measures will be taken only if they become mandated through government legislation. Surveys have shown that Bermuda residents and visitors are willing to be engaged, but without the tools and policies, this willingness will not be sufficient for long term benefits.”*

Finally, others felt that the priorities set by the democratic group process did not produce the outcomes they believed were most important. One participant stated, *“Any progress with the top ranked issues would be beneficial. But as I noted several times we have made a lot of progress on some of these topics to date. The lower ranked ones, which did not make the final selection, really need more attention, such as energy and waste issues, and will deliver long term benefits.”*



Some participants felt that laudable efforts in some areas were already underway but more attention needed to be paid toward agriculture. Comments included, *“there are areas like waste management where Bermuda has done well, but agriculture needs more focus”*, and *“the ability to produce our own food is a key driver to the cost of living because everything is imported.”* These sentiments represent the synergy between at least two Vital Signs areas, the Environment and the Economy (Cost of Living).

Many participants (80%) reported that the conversation expanded their knowledge about certain areas as they relate to the environment. One participant stated, *“much positive discussion took place and I think this was a fabulous opportunity for all of us to look at the huge picture.”* Another participant shared, *“[the session] made me consider priorities for public policy and donor dollars in terms of tackling areas that have lacked attention to date versus areas where we have been doing quite well and just need to continue that work. It reminded me to focus on areas that may have most significant impact on the wider population - such as public transport accessibility and that these kinds of things are not always aligned with the focus of local environmental organisations.”* Related thoughts included, *“I think that my understanding the need for sustainable buildings and transport better helped me realise the extent to which this is a driver of other positive outcomes.”* These participants were able to see how seemingly unrelated issues were connected for a greater cause. These understanding are important as they can facilitate future collaborations and partnerships.

Some participants were impacted by the conversation to the degree that they planned to make changes within their own organization. One participant from the government/QUANGO sector stated, *“It [the conversation] did make me think more about the need to be sure we address structural problems like waste and energy production. To me solving the energy production issue may produce more funding to tackle the other areas.”*

Still others, while not changing their organizational goals, were moved toward better collaboration with other entities, *“we are a small volunteer organisation with limited resources in terms of money and volunteer time. We are clear about mission, our goals and how those relate to the work of other environmental organisations focused on other areas. This conversation has not changed that, but has been useful in terms of looking at the broader picture and how we may focus our support of other organisations where our goals align.”*

Ultimately, there was the sentiment that the government needed to be clear and intentional about ensuring that residents have a sense of responsibility for the environment, and the necessary knowledge and skills to be meaningful stewards.

One participant stated, *“to achieve the outcome of increased public awareness and understanding of environmental matters, we need to ensure that this is part of the curriculum in schools, and support programmes run by NGOs with a focus on environmental education. Bermuda is already quite good at this and just needs to work harder to reach those who are getting the message. We need a clear vision and strategy from government on environmental matters ranging from protection and use of natural space to energy sustainability, transport and waste management. In terms of conserving our natural spaces and heritage, we must continue to maintain strict planning policies and ensure that the use of our natural spaces remains appropriate. There are a few sizeable areas of open space still under threat of development that ideally should be conserved, through campaigns such as Buy Back Bermuda. In the areas of energy use, waste management and sustainable transport/ public transport I think there is probably some ‘low-hanging fruit’ that can be tackled if there is enough public pressure and the political will e.g. banning single-use plastics, mandating recycling etc.”* This intentionality could be in the form of laws and policies, as well as embedding these sensibilities and skills within in the public education curriculum.

WHO NEEDED TO BE IN THE ROOM

Representatives of key government entities, policy influencers and makers, nonprofits, vendors and service providers in the relevant field were invited to participate in the convening. They were also encouraged to nominate additional participants we may not have considered. The purpose was to ensure that the convening outcome would reflect input from those with the greatest experience and knowledge of the topic under review. This would include senior civil servants, nonprofit executives, industry leaders and community experts in their respective fields. At the convening, participants were asked to step aside from their individual affiliations and participate in the discussions as policy influencers, programme and service providers, researchers and other professionals for the benefit of Bermuda.

WHO WAS THERE

Anne Hyde*	Keep Bermuda Beautiful	Executive Director
Annie Glasspool, PhD	Bermuda Environmental Consulting/ Bermuda Environmental and Sustainability Taskforce	Vice President
Bill Zuill	Bermuda National Trust	Executive Director
Christopher Bulley	Government of Bermuda – Department of Planning	Acting Director
Davida Morris*	Greenrock	School Programme Manager
Francis Eddy*	Independent	Former teacher/Biointensive Gardening/Backyard Biodiversity
Janice Hetzel	Bermuda Audubon Society	Secretary
Jennifer Gray*	Buy Back Bermuda	Chair
Judy Motyer	Bermuda Environmental and Sustainability Taskforce	Director
Julie Marshall	Government of Bermuda – Department of Planning	Senior Planning Officer
Karen Border	Bermuda Audubon	President
Kim Smith	Bermuda Environmental and Sustainability Taskforce	Executive Director
Larry Williams	Government of Bermuda – Department of Planning	Assistant Director
Leila Wadson	Independent	Gardner / Environmentalist
Lynda Johnson	Bermuda Zoological Society	Development Officer
Dr. Robbie Smith	Natural History Museum Bermuda	Curator
Tim Noyes	Bermuda Institute of Ocean Sciences	Research Specialist
Samia Sarkis, PhD	Living Reefs Foundation	Managing Partner
Tom Wadson	Wadson's Farm Limited	Owner/Manager

*Regrets = Confirmed but not in attendance

The Vial Signs Convenings are facilitated with the support of the BCF Vital Signs team: Research Coordinator, Dr. Tamara Gathright Fritz of Strategic Evaluation Consulting; BCF Managing Director, Dr. Myra Virgil; BCF Programme Associate, Michelle Grant; and BCF Interns.

AN EVOLVING PROCESS

We strive to inform these convenings with high-level field and content area expertise. We ask participants to use their knowledge to inform this work at a national level. We appreciate the participation of the attendees of this convening. Also considered for participation, and therefore, potential community resources on this issue are:

- | | | |
|---|---|---|
| Airport Waste Management Facility | Bermuda Institute of Ocean Sciences (BIOS) | Independent Farmers |
| Bermuda Aquarium and Museum | Bermuda Lionfish Taskforce | Keep Bermuda Beautiful |
| Bermuda Audubon Society | Bermuda National Trust | Marine Resources Board |
| Bermuda Bluebird Society | Bermuda Water Consultants Limited | Ministry of Works and Engineering (Recycling) |
| Bermuda Development Plan / Ministry of Home Affairs | Blue Halo Project | Natural History Museum |
| Bermuda Environment Authority | Buy Back Bermuda | Organic Farmers |
| Bermuda Environmental and Sustainability Taskforce (BEST) | Department of Environment and Natural Resources | Private Farm Owners |
| Bermuda Environmental Consulting, Ltd. | Department of Parks | Sustainable Development Department (former) |
| | Environmental Activists | |
| | Greenrock | |

THE BERMUDA VITAL SIGNS® ARE ALIGNED WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

- 7 AFFORDABLE AND CLEAN ENERGY**: Ensure access to affordable, reliable, sustainable and modern energy for all
- 11 SUSTAINABLE CITIES AND COMMUNITIES**: Make cities and human settlements inclusive, safe, resilient and sustainable
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION**: Ensure sustainable consumption and production patterns
- 13 CLIMATE ACTION**: Take urgent action to combat climate change and its impacts*
- 14 LIFE BELOW WATER**: Conserve and sustainably use the oceans, seas and marine resources for sustainable development
- 15 LIFE ON LAND**: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification



HEALTH & PERSONAL WELL-BEING MENTAL HEALTH CONVENING REPORT

This aspect of quality of life refers to the general health status of the population including physical and mental health, and the availability and accessibility of healthcare services

MENTAL HEALTH



59%

AVAILABILITY OF HEALTHCARE SERVICES



68%

ACCESSIBILITY OF HEALTHCARE SERVICES



68%

RESIDENTS RATE BERMUDA AS HIGH TO EXTREMELY HIGH

BERMUDA VITAL CONVERSATIONS

The Bermuda Community Foundation (the “foundation”) introduced Vital Signs® as an important step in identifying resident’s priorities related to their quality of life in Bermuda and the issues most important to them. The Vital Signs® programme has become a standard of excellence among community foundations around the world. It provides a methodology that evaluates community vitality and wellbeing and plays an important role in informing the allocation of resources. The reporting and prioritisation process is tailor-made to suit each jurisdiction’s needs.

In Bermuda, we conducted research on the community’s priorities, determined standardised outcomes based on that information and then sought further input from field experts in order to prioritise funding needs. This last step is carried out through convenings, known as “Vital Conversations”.

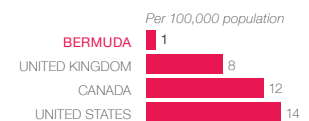
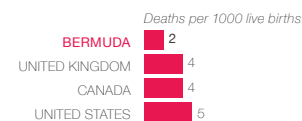
The foundation is hosting the Vital Conversation Series to further refine the valuable information gathered from the community. In this phase, local stakeholders convene to access public opinion, local, and international data for each of the Vital Signs® areas and prioritize the top outcomes that will guide the foundation’s funding strategy.

THE FINDINGS

The 2017 Bermuda Vital Signs® Report revealed that Health & Personal Wellbeing was an important aspect of quality of life in Bermuda. The data revealed that residents broadly define Health and Personal Wellbeing as two broad categories, mental and physical health. The issues of availability and accessibility to health care were also defining features in their definition. The majority of residents perceived that mental health on the island was generally good.

In addition to public perception, there are many important data trends that help add meaning. For example, local and international data show Bermuda’s rate of suicide being lower than in comparable countries. Suicide rates are a key indicator of community wellbeing, reflecting the availability and accessibility of mental health services. Many residents reported to have been able to access emotional support when needed. Further, residents’ self-assessed level of stress was moderate overall.

HOW DO WE COMPARE?



INFANT MORTALITY RATE

Infant mortality rate compares the number of deaths of infants under one year old in a given year per 1,000 live births in the same year. This rate is often used as an indicator of the level of health in a country.

SUICIDE MORTALITY RATE

Suicide mortality is an important proxy for the prevalence of mental health disorders in a country. Mental health disorders are a major impediment to the well-being of populations in developed and developing countries. Mental disorders, especially depression and substance abuse, are associated with 90% of all suicides.

Opinions on physical health were less positive. Both the availability and accessibility of healthcare services were rated moderately high. Both local and international data sources show that life expectancy has notably increased in the past twenty-five years while the infant mortality rate has varied but remained low. However, a noteworthy proportion of residents have been diagnosed with a chronic health condition. Further, the majority of residents were assessed as having had a body weight above the healthy or normal level based on the BMI measurement, with the proportion of overweight residents having risen in later years.

WHAT PEOPLE THINK

QUALITY OF HEALTHCARE

65%

Rate the quality of healthcare as good or excellent

AFFORDABILITY OF HEALTHCARE

38%

Agree that healthcare is affordable

ADEQUACY OF COVERAGE

65%

Rate their healthcare insurance as adequate

PERCEPTION OF HEALTH

83%

Rate their own health as either good, very good, or excellent

FEEL STRESSED

35%

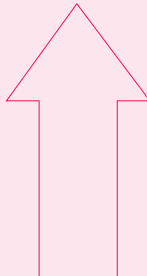
Rate their own level of personal stress as high to extremely high

Results from the Vital Signs® survey showed that the general public believed that Bermuda performed well at meeting residents' expectations in terms of the availability and accessibility of healthcare services. Further, opinions were generally favourable with the quality of healthcare available in Bermuda, despite room for improvement. In addition, local research findings revealed that the vast majority of residents had a personal doctor, that the number of hospital beds per capita was on par with the global average, and that only a minority of residents had to travel abroad in the past year to receive medical treatment or services not available in Bermuda. Despite residents' positive outlook on the accessibility.

THE PLAN

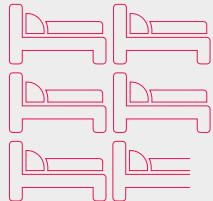
On March 23, 2018 the second in the series of Vital Conversations was convened with health experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.

JUST THE FACTS




DIABETES
•
PROSTATE CANCER
•
OBESITY

Bermuda has significantly higher averages than other OECD countries



5.8

HOSPITAL BEDS PER 1000 PEOPLE
OECD average is 4.7



98%

HEALTHCARE ACCESS

Adults who get regular health checks

VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

• MENTAL HEALTH •

Equal access to good quality mental health services

Equal access to mental health services	Improved availability of preventative support and programmes	Improved quality of mental health services
<ul style="list-style-type: none"> Availability and use of mental health services Number and geographical coverage of public mental health centres Proportion of people who are offered rehabilitation services after discharge from care 	<ul style="list-style-type: none"> Number and geographical coverage of community based programmes Rates of mental health incidents and admissions into hospitals, regional secure units or secure hospitals 	<ul style="list-style-type: none"> Excess under 60 mortality rate in adults with a learning disability Excess under 75 mortality rate in adults with a serious mental illness Potential Years of Life Lost (PYLL) from causes considered amenable to mental health care Proportion of people who experience improved mental health following use of services Proportion of people who recover from mental health problems following use of services Waiting times for mental health emergencies

Vulnerable people are supported to live with greater independence.

Improved access to high-quality supported and sheltered accommodation for those who need it	More individuals successfully move through emergency and transitional shelter	More people with specific needs are supported to live independently
<ul style="list-style-type: none"> Number of sheltered accommodation schemes meeting standards set by external inspectors Number of social housing supported lettings (by private registered social housing providers (PRPs) and by local authorities) 	<ul style="list-style-type: none"> Number of clients considered ready for move on Number of clients with planned move on Number of clients with unplanned move on 	<ul style="list-style-type: none"> Number of people demonstrating greater: <ul style="list-style-type: none"> - Confidence - Control - Involvement Number of vulnerable people supported to maintain independence through adaptations Percentage of vulnerable people supported to achieve independent living

Key Outcome Category	Specific Outcome	• Indicator(s)
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People are better able to manage their mental health and lead a full life

<p>Increased numbers of people are able to manage their mental health problems</p>	<p>Increased numbers of service users enter employment</p>	<p>Increased numbers of service users feel in control of their lives</p>	<p>Service users are better able to manage their finances</p>
<ul style="list-style-type: none"> • Score on Mental Health Recovery Star (or equivalent) • Score on psychological scales to measure ability to cope 	<ul style="list-style-type: none"> • Number of people with mental health problems that enter employment • Number of people with mental health problems that sustain employment 	<ul style="list-style-type: none"> • Numbers of service users reporting a sense of having control over their own destiny and ability to make decisions 	<ul style="list-style-type: none"> • Number of service users in control of personal finances, including budgeting, managing indebtedness, and claiming appropriate level of benefits • Number of service users reporting that they have adequate knowledge, confidence and access to personal finance, bank account, savings, and credit
<p>Service users become more active citizens</p>	<p>Service users have improved social networks</p>	<p>Service users have increased self-esteem</p>	<p>Service users increase their skills and gain appropriate qualifications</p>
<ul style="list-style-type: none"> • Number of people who are given any unpaid help or worked as a volunteer for any type of local, national or international organisation or charity 	<ul style="list-style-type: none"> • Responses validated psychological scales looking at social networks 	<ul style="list-style-type: none"> • Number of service users with increased feelings of self-worth and improved self-assessment of their own capabilities 	<ul style="list-style-type: none"> • Number of service users achieving GCSEs, A Levels NVQs, BTEC, degrees and other academic, vocational or skills-based qualifications • Number of service users participating in education and training activities

Reduced stigma and discrimination of mental health problems

Health practitioners are better able to identify mental illness and act appropriately	Policy changes create a society more supportive of those with mental health problems	The public have improved attitudes towards people with experience of mental distress	The public have improved knowledge of mental health	The public's behaviour towards people with experience of mental distress improves	Workplaces demonstrate improved understanding of mental health problems
<ul style="list-style-type: none"> • Number of mental health cases diagnosed and referred from GP surgeries • Number of practitioners that 'feel confident' at dealing with mental health problems and know where to direct people • Number of practitioners trained in mental health 	<ul style="list-style-type: none"> • Number of policy initiatives (at specified level eg, local/ national government, employers) directed at improving support for those with mental health problems • Number/extent of outcomes attributed to policy change (ie, any of the outcomes featured in this framework) 	<ul style="list-style-type: none"> • Number of people with improved attitudes to mental health problems (ie, how tolerant they are, and the language that they use) 	<ul style="list-style-type: none"> • Number of people with improved knowledge about mental health problems 	<ul style="list-style-type: none"> • Number of people demonstrating improved treatment of people with mental health problems 	<ul style="list-style-type: none"> • Number of court cases and employment tribunals around discrimination of employees with mental health problems • Number of employers willing to be understanding in the event of a crisis • Number of employers willing to employ people with a history of mental health problems • Number of employers willing to make adaptations

Strong public awareness and participation in matters relating to mental health and well-being, and good sectoral understanding

Improved participation, choice and voice for people with mental health problems	Improved public awareness and engagement	Improved sectoral understanding as to how best to optimise mental health and well-being	Reduction in stigma and discrimination associated with mental health
<ul style="list-style-type: none"> • Improved ability for people with mental health problems to make informed choices about how they live and recover • Improved choice of mental health service and service providers • Number of family members, friends and carers who report that they have been included or consulted in discussions about the person they care for, and in planning and influencing • Number of people using mental health services who are participating in their service design or delivery • Number of people using mental health services who report feeling listened to and able to manage their own support as much as they wish 	<ul style="list-style-type: none"> • Change in public perception • General availability of information • Level of media exposure (e.g. number of articles published on the subject in mainstream media; exposure on tv, radio; internet traffic) • Level of public awareness about the causes and consequences of mental health and well-being problems • Number of campaigns running to inform public about mental health problems • Public donations to related charities • Public events, rallying and campaigning • Public volunteering on projects and initiatives related to mental health and general emotional well-being 	<ul style="list-style-type: none"> • Funding for research • Innovation of new ideas, technologies and approaches • Research and evidence relating to the problem and interventions (e.g. clinical trials, studies into therapies, treatments and cures, papers published) • Retirement of previous methods shown by research to be ineffective • Support for the sector through quality umbrella bodies • Uptake of new ideas by other mental health care providers or government 	<ul style="list-style-type: none"> • Number of anti-discrimination trainings given in workplaces and educational institutions • Reported bullying relating to mental health problems • Reported social exclusion relating to mental health problems

WHAT THE EXPERTS SAID

The majority of participants (60%) were confident that the quality of life for Bermuda residents would improve if the top priority health outcomes were achieved. One participant from the government/QUANGO sector stated, *“the top priority items were wisely focused on root causes and social determinants of health.”* This participant went on to share that, *“It is important to express in the public domain our understanding that health outcomes will improve when social and economic equity is improved. We cannot do one without the other. Eliminating the extremes of wealth and poverty and the disparity in opportunities in society will benefit every demographic. We all win when the structural disparities are removed. Bermuda has the possibility of becoming the healthiest and happiest island on earth if we recognize this and take action.”* This participant felt more confident because efforts focused on root causes tend to yield more meaningful and lasting results.

A number of participants (30%) showed moderate confidence in the top priorities alone leading to improvements to the quality of life for Bermuda residents. Some felt that success could only occur if everyone actively shared the responsibility of achieving these goals. The top priorities are not just the responsibility of the government, corporate, or nonprofit sectors but of community members themselves and their involvement in these efforts.

WHO NEEDED TO BE IN THE ROOM

Representatives of key government entities, policy influencers and makers, nonprofits, vendors and service providers in the relevant field were invited to participate in the convening. They were also encouraged to nominate additional participants we may not have considered. The purpose was to ensure that the convening outcome would reflect input from those with the greatest experience and knowledge of the topic under review.

“If we can improve on making the community healthier through some of the initiatives discussed, better health equals better quality of life.”

- Nonprofit sector member

One participant from the nonprofit sector concluded, *“if priorities were achieved (i.e., improvement in access and availability of healthcare), the quality of life would most likely benefit. I cannot be overly confident, as my concern lies in that the Bermuda residents must actually use the health care provided. Currently, there is so much available to the people of Bermuda, but either they are unaware that it exists, or they choose not to use the services. This is more of an issue with marketing the services available, and more importantly, changing the mind-set of the people to use the services that are available to help them improve their health.”* Another participant stated, *“we (all stakeholders) should be focused on one of the top priorities -- which is making good health care available and affordable to all! There are many components that need to work together to make that a reality.”*

Overall, the majority expressed confidence that successful efforts to achieve the health priorities would improve the quality of life for Bermuda residents.

This would include senior civil servants, nonprofit executives, industry leaders and community experts in their respective fields. At the convening, participants were asked to step aside from their individual affiliations and participate in the discussions as policy influencers, programme and service providers, researchers and other professionals for the benefit of Bermuda.

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AN EVOLVING PROCESS

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 Bermuda Youth Counselling Services
 BF&M
 Child and Family Services
 Chrysalis Foundation
 Colonial
 Communicable Disease Clinic
 Community Rehabilitation Occupational Therapy and Physiotherapy Services
 Continuing Care Programme
 Department of Health
 Depression & Bipolar Support Group
 Fair Havens Christian Care Association
 Family Centre (The)
 Fight for Life Foundation
 Focus
 Friends of Hospice
 Friends of Lefroy House Association (The)
 Health Headquarters
 Health Insurance Department
 Health Promotion Office
 Healthy Schools
 HIV/AIDS Programme
 Just Between Us
 K Margaret Carter Centre
 La Leche League Bermuda at BCF
 Learning Disabilities Association of Bermuda
 Live Healthy Bermuda Foundation

Maternal Health and Family Planning
 Melange
 Michael Dolding Prostrate Cancer Foundation
 Mid Atlantic Wellness Institute - Acute Community Health Service
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Goal 3: Good Health and Well-Being
 Ensure healthy lives and promote well-being for all at all ages



HEALTH & PERSONAL WELL-BEING: PHYSICAL HEALTH CONVENING REPORT

This aspect of quality of life refers to the general health status of the population including physical and mental health, and the availability and accessibility of healthcare services

PHYSICAL HEALTH



46%

AVAILABILITY OF HEALTHCARE SERVICES



68%

ACCESSIBILITY OF HEALTHCARE SERVICES



68%

RESIDENTS RATE BERMUDA AS HIGH TO EXTREMELY HIGH

BERMUDA VITAL CONVERSATIONS

The Bermuda Community Foundation (the “foundation”) introduced Vital Signs® as an important step in identifying resident’s priorities related to their quality of life in Bermuda and the issues most important to them. The Vital Signs® programme has become a standard of excellence among community foundations around the world. It provides a methodology that evaluates community vitality and wellbeing and plays an important role in informing the allocation of resources. The reporting and prioritisation process is tailor-made to suit each jurisdiction’s needs.

In Bermuda, we conducted research on the community’s priorities, determined standardised outcomes based on that information and then sought further input from field experts in order to prioritise funding needs. This last step is carried out through convenings, known as “Vital Conversations”.

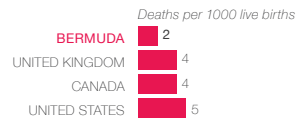
The foundation is hosting the Vital Conversation Series to further refine the valuable information gathered from the community. In this phase, local stakeholders convene to access public opinion, local, and international data for each of the Vital Signs® areas and prioritize the top outcomes that will guide the foundation’s funding strategy.

THE FINDINGS

The 2017 Bermuda Vital Signs® Report revealed that Health & Personal Wellbeing was an important aspect of quality of life in Bermuda. The data revealed that residents broadly define Health and Personal Wellbeing as two broad categories, mental and physical health. The issues of availability and accessibility to health care were also defining features in their definition. The majority of residents perceived that mental health on the island was generally good.

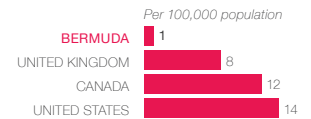
In addition to public perception, there are many important data trends that help add meaning. For example, local and international data show Bermuda’s rate of suicide being lower than in comparable countries. Suicide rates are a key indicator of community wellbeing, reflecting the availability and accessibility of mental health services. Many residents reported to have been able to access emotional support when needed. Further, residents’ self-assessed level of stress was moderate overall.

HOW DO WE COMPARE?



INFANT MORTALITY RATE

Infant mortality rate compares the number of deaths of infants under one year old in a given year per 1,000 live births in the same year. This rate is often used as an indicator of the level of health in a country.



SUICIDE MORTALITY RATE

Suicide mortality is an important proxy for the prevalence of mental health disorders in a country. Mental health disorders are a major impediment to the well-being of populations in developed and developing countries. Mental disorders, especially depression and substance abuse, are associated with 90% of all suicides.

Opinions on physical health were less positive. Both the availability and accessibility of healthcare services were rated moderately high. Both local and international data sources show that life expectancy has notably increased in the past twenty-five years while the infant mortality rate has varied but remained low. However, a noteworthy proportion of residents have been diagnosed with a chronic health condition. Further, the majority of residents were assessed as having had a body weight above the healthy or normal level based on the BMI measurement, with the proportion of overweight residents having risen in later years.

WHAT PEOPLE THINK

QUALITY OF HEALTHCARE

65%

Rate the quality of healthcare as good or excellent

AFFORDABILITY OF HEALTHCARE

38%

Agree that healthcare is affordable

ADEQUACY OF COVERAGE

65%

Rate their healthcare insurance as adequate

PERCEPTION OF HEALTH

83%

Rate their own health as either good, very good, or excellent

FEEL STRESSED

35%

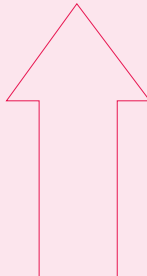
Rate their own level of personal stress as high to extremely high

Results from the Vital Signs® survey showed that the general public believed that Bermuda performed well at meeting residents' expectations in terms of the availability and accessibility of healthcare services. Further, opinions were generally favourable with the quality of healthcare available in Bermuda, despite room for improvement. In addition, local research findings revealed that the vast majority of residents had a personal doctor, that the number of hospital beds per capita was on par with the global average, and that only a minority of residents had to travel abroad in the past year to receive medical treatment or services not available in Bermuda. Despite residents' positive outlook on the accessibility.

THE PLAN

On March 23, 2018 the first in the series of Vital Conversations was convened with health experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.

JUST THE FACTS

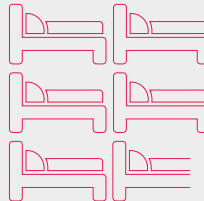


DIABETES

PROSTATE CANCER

OBESITY


Bermuda has significantly higher averages than other OECD countries



5.8

HOSPITAL BEDS PER 1000 PEOPLE

OECD average is 4.7



98%

HEALTHCARE ACCESS

Adults who get regular health checks

VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

• PHYSICAL HEALTH •

High quality, affordable, accessible and inclusive services available to all

Improved availability of good quality affordable sports and fitness services

- | | |
|---|--|
| <ul style="list-style-type: none"> • Number of social enterprises operating in sports and fitness-related industries • Percentage of population using local sports and fitness facilities • Availability of sports and fitness facilities in local areas offering affordable opportunities | <ul style="list-style-type: none"> • Number and coverage of sports and fitness organisations in deprived areas of communities • Number of sports and fitness facilities that have become more accessible to people with specific needs |
|---|--|

Equal access to high quality, safe health and social care services

Equal access to health and social care services	Improved quality of health and social care services and their effectiveness at preventing people from dying prematurely	Improved safety of health services environment	Improved availability of preventative support and programmes
<ul style="list-style-type: none"> • Number and geographical coverage of public health centres including dental services, maternity services, social care services and sexual health centres and sexual education providers • Number of people who have used a healthcare service in the past 6 months • Proportion of people who are offered rehabilitation services after discharge from hospital • Proportion of the population registered at a General Practice 	<ul style="list-style-type: none"> • Decrease in the under 75 mortality rate from major diseases (cardiovascular disease, respiratory disease, liver disease, cancer) • Emergency waiting times for medical treatment • Increase in the average number of survival years (one and five year survival) for all kinds of diseases or medical conditions • Number of people for whom the concern for their health is reduced • Potential Years of Life Lost (PYLL) from causes considered amenable to healthcare • Proportion of people who experience improved health following planned treatments • Proportion of people who recover from injury or trauma • Quality of social care 	<ul style="list-style-type: none"> • Number of full-term babies admitted to neonatal care (safety of maternity services) • Number of hospital deaths attributable to problems in care • Number of incidences of harm to children due to failure to monitor • Number of incidences of hospital-related venous thromboembolism (VTE), healthcare associated infections (HCAI), newly-acquired ulcers, and medication errors 	<ul style="list-style-type: none"> • Delayed transfers of care from or to hospital • Incidence of acute health incidents and admissions into hospital and care settings • Number and geographical coverage of community based programmes • Number of people enabled to regain independence/reduce dependency due to support received • Permanent admissions to residential and nursing care homes, per 1,000 population

Key Outcome Category	Specific Outcome	Indicator(s)
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Healthy and physically active people and communities

Decreasing levels of obesity, smoking, alcohol consumption, addiction and illicit drug use	Healthy eating and appropriate levels of exercise	High life expectancy	Improved health equality	Improved sexual health and family planning
<ul style="list-style-type: none"> • Average household spend on smoking and alcohol • Levels of illicit drug use and rates of addiction • National/local obesity rates • Percentage of household food derived from saturated fatty acids • Proportion of the population drinking more than recommended amounts for men and women • Proportion of the population that smokes 	<ul style="list-style-type: none"> • Availability and use of sports and fitness facilities • National/local levels of fruit and vegetable consumption • National/local levels of malnutrition • Percentage of the adult population participating in at least 150 minutes of moderate-intensity aerobic activity every week (NHS recommended target) 	<ul style="list-style-type: none"> • Age-standardised mortality and infant mortality rates • Incidence of major diseases (cardiovascular disease, respiratory disease, liver disease, cancer) • Life expectancy at 75 • National/local average life expectancy • Overall mortality rate 	<ul style="list-style-type: none"> • Equality throughout the population in life expectancy and preventing premature death • Equality throughout the population in healthy eating and exercise 	<ul style="list-style-type: none"> • Number of people practicing safe sex • Number of teenage pregnancies • Rates of sexually transmitted diseases

Improved/ maintained quality of life for elderly and disabled

Improved functional independence	Improved/ maintained overall quality of life	Reduced recovery time after illness/injury	Reduced time spent in hospital
<ul style="list-style-type: none"> • Level of social services care accessed • Rate of employment of people with long term conditions • Ability to conduct activities of daily life 	<ul style="list-style-type: none"> • Score on self-assessment survey tools designed to measure overall quality of life 	<ul style="list-style-type: none"> • Time taken to increase (reduce) score on survey tool designed to assess ability to conduct daily activities • Time taken to increase (reduce) score on survey tool designed to measure health 	<ul style="list-style-type: none"> • Average time spent in hospital per person

Public and corporate policies and expenditures that support good physical health

Improved investment, expenditure and procurement	Improvements in policy and legislation
<ul style="list-style-type: none"> • Corporate investment and expenditure (giving) on improving physical health • Government expenditure/funding for healthcare programmes • Government investment in physical health • Procurement practices and public sector contracts that are designed to improve social outcomes (e.g. contracts that enable social enterprises and smaller SMEs to bid, outcomes-aligned contracts) 	<ul style="list-style-type: none"> • Changes in policy and legislation that support improvements to public physical health • Regulatory changes • Level of relevant parliamentary activity (e.g. white papers published, committees formed, consultations or reviews conducted, citations made)

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COMMUNITY WELL-BEING: VOLUNTEERING & CHARITABLE CONTRIBUTIONS CONVENING REPORT

This aspect of quality of life refers to the degree to which residents are actively engaged in the local culture and community, and are taking action to improve their community in terms of being a good place to live.

BERMUDA VITAL CONVERSATIONS

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THE FINDINGS

Apart from enjoying arts, culture, and heritage offerings, residents are also engaged with and supportive of their community, despite only a slim majority (59%) being satisfied with Bermuda’s performance as it relates to volunteering and charitable contributions. Bermuda residents are highly involved in their community with 69% reporting that they had volunteered for a charitable cause in the past year. Not surprising that volunteering would be a factor related to quality of life as research has shown that the volunteers reap many benefits including improved physical and mental health, social connectivity, and career advantages.

A healthy majority of residents (87%) reported that they themselves had made financial contributions to charitable or non-profit organisations in the past year. As well, corporate philanthropy has historically been very strong despite a constriction in charitable giving in the last ten years.

VOLUNTEERING & CHARITABLE CONTRIBUTION



59%

← RESIDENTS RATE BERMUDA AS HIGH TO EXTREMELY HIGH →

THE PLAN

On September 29, 2018 the seventh in the series of Vital Conversations was convened with sector experts to examine the public opinion data from the Vital Signs® Report as well as relevant local and international data. The Bermuda Community Foundation selected a list of outcomes and indicators for the group to examine and prioritise. The result of this collaborative prioritisation effort yielded the following key outcomes and indicators that the foundation, and potentially other funders, can use to guide its funding decisions through 2021.

WHAT PEOPLE REALLY DO



87%

CHARITABLE DONATIONS

Of residents made a donation to a local charity or non-profit in the past year



69%

VOLUNTEERING

Of residents volunteered their time for a charitable cause in the past year

VITAL CONVERSATIONS PRIORITISED OUTCOMES & INDICATORS

• VOLUNTEERING & CHARITABLE CONTRIBUTIONS •

Improved overall life satisfaction	People are able to influence decisions about their community and society
People have increased life satisfaction	Increased participation in community decision making
<ul style="list-style-type: none"> Number of people satisfied with life as a whole, as compared to the 'best possible life' 	<ul style="list-style-type: none"> Presence of decision-making or influencing body such as a youth council or community group

Strong public participation in citizenship and communities, and good social cohesion			
Improved public and community awareness	Increased engagement with the community and community groups	Increased sense of belonging in the community	Increased volunteering
<ul style="list-style-type: none"> Change in public perception around the values of citizenship and community Level of media exposure for communities and related issues (e.g. number of relevant articles published in the mainstream media; exposure on tv, radio; internet traffic) Level of public and community awareness of the community and what it offers 	<ul style="list-style-type: none"> Availability of opportunities to participate in and contribute to the local community Donations to community charities and groups Levels of membership of community groups Levels of participation in community activities Number of community owned and managed assets 	<ul style="list-style-type: none"> Number of people who report feeling a sense of belonging in the community 	<ul style="list-style-type: none"> Number of days of volunteering Proportion of people who volunteer Proportion of volunteers who feel adequately supported and engaged in meaningful work and activities in the provision service design and delivery

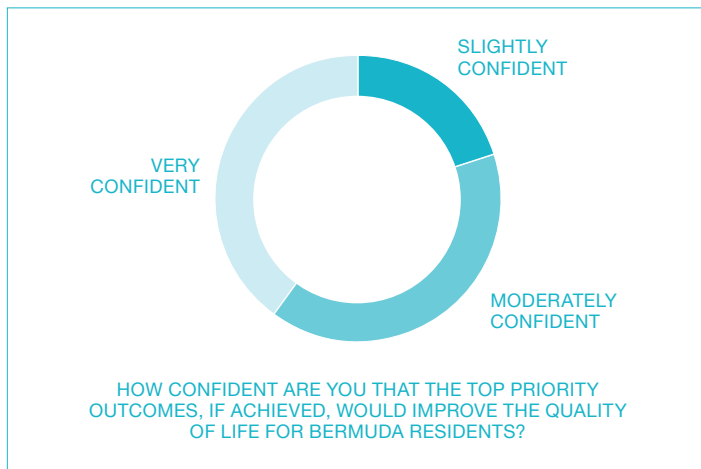
Strong public awareness of the value of families, friends and relationships, and good sectoral understanding of how to build them		
Improved public awareness and engagement	Improved sectoral understanding of how to build good relationships among families, partners and friends	Improved stakeholder participation with decision making and with issues
<ul style="list-style-type: none"> Public donations to related charities Public volunteering on projects and initiatives related to strengthening families and social bonds 	<ul style="list-style-type: none"> Innovation of new ideas, technologies and approaches Funding for research Research and evidence relating to the problem of relationship breakdown and isolation, and interventions that deal with it (e.g. papers published) Retirement of previous methods shown by research to be ineffective Support for the sector through quality umbrella bodies Uptake of new ideas by other organisations or government 	<ul style="list-style-type: none"> Institutional and organisational engagement with stakeholders Levels of stakeholder choice of services and service providers Levels of stakeholder involvement in the provision service design and delivery

Key Outcome Category
Specific Outcome
• Indicator(s)

We are pleased to make more detailed outcome and indicators reporting available to BCF fund holders. Special terms and conditions apply. Contact info@bcf.bm

WHAT THE EXPERTS SAID

The Volunteering and Charitable Contributions conversation was comprised of representatives from the non-profit sector. Of those attending, a healthy majority (80%) were moderately to very confident that the top prioritised outcomes would lead to an improved quality of life in Bermuda. Twenty percent (20%) were only slightly confident. This group placed the highest importance on overall life satisfaction. There was a sentiment that a strong correlation existed between community members level of life satisfaction and their likelihood to engage in volunteering and charitable giving. One participant stated, *“Satisfaction is at the top. If happiness contributes to your overall well-being, it might mean that we have to get people to appreciate the value and personal benefit of engaging and volunteering.”*



Most participants (80%) reported that the conversation and activities expanded their understanding of which outcomes were important for Bermuda, in the area of Volunteering and Charitable Contributions. As well, an equal amount felt that the conversation helped them to examine and align their own organisational goals and outcomes. One participant was appreciative of the opportunity to gather with colleagues to explore differing perspectives on the topic, *“I liked the opportunity to think differently, specifically more broadly and at a national level. As Directors we spend so much time thinking about our specific area of focus or Programme.”* Another participant commented about the Vital Conversation experience, *“I appreciate the intentionality of the process and the focus.”*

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- Nonprofit sector member



In terms of bolstering volunteering and charitable giving on the island, one participant felt that much more was needed in the area of research on local residents. Effective efforts could be made if more were understood about the volunteers and contributors, *“what’s needed to improve volunteering/giving is an understanding of how volunteering looks different for different segments of society (e.g., old/young, black/white, low/high income, expats vs Bermudian, working/non-working).”* Ultimately, the desire is to find ways to engage all segments of society. One participant succinctly stated, *“it is important that the people are able to influence society, this also drives engagement and speaks to how connected we feel to our community.”*

WHO NEEDED TO BE IN THE ROOM

Representatives of key government entities, policy influencers and makers, nonprofits, vendors and service providers in the relevant field were invited to participate in the convening. They were also encouraged to nominate additional participants we may not have considered. The purpose was to ensure that the convening outcome would reflect input from those with the greatest experience and knowledge of the topic under review. This would include senior civil servants, nonprofit executives, industry leaders and community experts in their respective fields. At the convening, participants were asked to step aside from their individual affiliations and participate in the discussions as policy influencers, programme and service providers, researchers and other professionals for the benefit of Bermuda.

WHO WAS THERE

Berry D'Arcy	Bermuda High School	Director of Advancement
Berta Barreto-Hogan	Association of Fundraising Professionals Saltus Foundation	Advancement Officer
Betsey Baillie*	Meals on Wheels	Director
Judy Motyer*	Former Advancement Professional	Unaffiliated
Danielle Riviere*	Centre on Philanthropy	Executive Director
Tammalita Astwood	Association of Fundraising Professionals Windreach Bermuda	Deputy Chair Fund development officer
Paige Eversley	Windreach Bermuda	Recreation and Volunteer Coordinator
Denise McAdoo*	Saltus Foundation	Director of Advancement
Berta Barreta-Hogan	Saltus Foundation	Director of Development
Berry D'Arcy	Non-affiliated	Fund Development Officer
Clare Mello	Association of Fundraising Professionals YouthNet	Board Member Executive Director

*Regrets = Confirmed but not in attendance

The Vial Signs Convenings are facilitated with the support of the BCF Vital Signs team: Research Coordinator, Dr. Tamara Gathright Fritz of Strategic Evaluation Consulting; BCF Managing Director, Dr. Myra Virgil; BCF Programme Associate, Michelle Grant; and BCF Interns.

AN EVOLVING PROCESS - CHARITABLE GIVING

We strive to inform these convenings with high-level field and content area expertise. We ask participants to use their knowledge to inform this work at a national level. We appreciate the participation of the attendees of this convening. Also considered for participation, and therefore, potential community resources on this issue are:

Association of Fundraising Professionals

Centre on Philanthropy

Development Consulting Group LLC

The Hospitals Auxiliary of Bermuda Pink ladies

Transform Bermuda

Bermuda End-to-End

Others:

- Full-time development/advancement officers of local NPOs and pass-through "charitable foundations"
- Representatives of non-profit effectiveness organisations/intermediaries
- Representatives of CSR and Employee Engagement Programmes
- Representatives of nonprofits with large-scale volunteer programmes

