



Edmonton Pride Seniors Group
Housing Development Committee

Building toward Consensus

A Summary Report on the August 2020 Planning Retreat

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Summary Report on the Housing Development Committee’s Planning Retreat
August 2020

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A. Introduction

1. Introduction to the work of the Housing Development Committee

Under the umbrella of the Edmonton Pride Seniors Group, a Housing Development Committee (HDC) formed in 2017 to develop a community housing option for LGBTQ2S+ seniors in Edmonton, drawing together people with housing expertise and individuals with a personal and community interest. The initiative was conceived as one strategy, among several, to advocate for safe housing environments in which LGBTQ2S+ seniors would not have to worry about going “back in the closet.” Its genesis was a community consultation and symposium in 2014-2015, leading to the report, *Into the closet again? An assessment of housing needs and preferences among LGBTQ2S seniors and soon-to-be seniors (2015)*.

With the support of a grant from the City of Edmonton in 2017, the HDC began to work with a consultant to undertake a preliminary feasibility study. The process engaged the LGBTQ2S+ community, through focus groups and surveys, and identified a target market, core values, and desirable neighbourhoods and amenities. Included in the work, the committee looked at possible sites in the Oliver neighbourhood and an architect created two building designs for consideration. The HDC started down the path of meeting with potential partners.

From 2017 to the present, the work has entailed a major investment of volunteer time and energy. By the spring of 2020, it became clear that not everyone was in sync about the direction the project was headed. To work through emerging questions and ideas and articulate and gauge a united commitment to a shared plan, members of the HDC saw value in holding a facilitated planning retreat. This summary report captures the learning that set the stage for the retreat and the reflections and plan that emerged from the process.

2. Introduction to the Planning Retreat

The HDC contracted Ann Goldblatt to collaboratively plan and facilitate the retreat. The intent was to try to “get on the same page” with increased buy-in to the project by working through the major themes together, namely:

What is the essence of this housing project? What are the fundamental values?		
For whom is this housing project designed?	Where should it be located?	What is the form of tenure (rental or ownership) and how will people participate in decision-making?
What type of construction or physical structure are we pursuing (purpose built or a renovated property)?	What are the priority amenities and design features?	What supports will be available?
What issues need to be considered for affordability?		

The HDC extended the invitation to include members of the broader Edmonton Pride Seniors Group. Blair MacKinnon pulled together a comprehensive package of background materials and a small group guided the design of the planning process: Blair MacKinnon and John Toogood (Co-Chairs), Thais McKee, Michael Phair, and Jan Schmitz, with additional insights from Laurie Winder.

The retreat was originally scheduled as an in-person, four-hour session. With the new public health guidelines for COVID-19 that went into effect shortly before the retreat, everyone would have had to wear a face covering coupled with maintaining social distance. Given these conditions, the HDC shifted to the virtual format of Zoom and split the session into two portions. The change had its trade-offs but we had the distinct advantage of being able to adjust the plan for part two upon reflection and advanced the work by gathering input from members between the two sessions.

Process

In preparation	First session	Between the two sessions	Second session
Gathered participants' "hopes" and "hope nots" for the planning retreat. Consolidated and circulated a package of	Set the stage for the two sessions, with starting assumptions based on hopes and hope nots. Participants articulated their response to the question, "what do I want to communicate	Participants provided input on each of the seven content areas, indicating areas of agreement from the first session and offering additional reflections. Prepared consolidated summaries to use during	Prepared recommendations in each of the seven topic areas, with a rationale grounded in the input and data, and steps to advance the work with a timeline.

<p>quantitative and qualitative learning from EPSG/HDC engagement through focus groups and surveys during 2014, 2018, and 2020.</p>	<p>to the community about the essence of this housing project?"</p> <p>In small groups, each focused on one of the seven content areas, discussed thoughts and questions stimulated by the data from engagement.</p> <p>Identified what needs to be decided now and what can remain flexible and decided later.</p>	<p>the second session. Generated a list of “decide now” areas of focus, one per topic.</p>	<p>Reviewed recommendations and rationale from the seven groups and used a “consensus decision-making tool” for people to indicate their level of comfort with supporting the recommendations.</p>
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B. Path to the present

Beginning in 2014 under the Edmonton Pride Seniors Group and continuing as the HDC from 2017 up the present, the organizers have coordinated several opportunities to engage LGBGQ2S+ seniors and enlist the support of external parties. The milestones over this time period are summarized below.

2014-2015
<ul style="list-style-type: none"> • ESPG launched a strategy to address future housing options for LGBTQ2S+ seniors. • Contracted consultants (Goldblatt Consulting and WellQuest Consulting) to plan a consultation and symposium. • Implemented survey (129 respondents), conducted focus groups and key informant interviews. • Gathered studies from other communities. • Produced report: <i>Into the closet again? An assessment of housing needs and preferences among LGBTQ2S seniors and soon-to-be seniors (2015)</i>. • Organized symposium.
2017
<ul style="list-style-type: none"> • ESPG formed Housing Committee. • Enlisted Communitas as a consultant. • Planned a feasibility study.
2018

<ul style="list-style-type: none"> • Investigated housing models in other communities. • Contracted with Rockliff Pierzchajlo Kroman to produce architectural drawings with two concepts, one high rise and one low rise design. • Organized three workshops to consult with community (30 participants). • Implemented a survey, using Survey Monkey, with individuals; sent to participants from two of the workshops (22 respondents) (<i>Survey results, September 2018</i>).
2019
<ul style="list-style-type: none"> • Communitas produced report: Housing Feasibility Study (March 2015). • EPSG contracted a website developer.
2020
<ul style="list-style-type: none"> • EPSG, with Communitas, implemented a survey with 2018 workshop participants to assess demand (199 respondents). • EPSG generated a draft amenities report (May 2020); developed a draft communications plan. • Exploring consultant to produce PR materials (May 2020). • Exploring partnerships (May 2020). • EPSG conducting follow-up interviews with survey respondents (<i>target for report: August 2020</i>).

Data from each of the consultations, clustered under the seven topics, is captured in *Learning from engagement to date during 2014, 2018, and 2020* (Appendix A). The learning summaries also include the follow-up steps that were identified in the HDC meeting minutes. Additional work behind the scenes has made it possible to move each step of this initiative forward.

C. Affirmation, questions, and considerations

1. What do I want to communicate about the essence of this housing project?

In the opening activity of the first session, participants were asked to individually capture what they would want to communicate to people “out there” about the essence of this housing project. The initial plan was to identify themes across individual points that could be used as a backdrop for the more detailed discussions, and come back at the end of the retreat to create a collective “30-second elevator speech.”

As the process unfolded, people came back with full statements that espoused the essence and fundamental values of the housing project. These could readily be combined to create that succinct description. The complete set of statements for *What I want to communicate* was

clustered into themes (Appendix B). A follow-up step could engage individuals who enjoy wordsmithing to create a consolidated draft statement to bring back to the group.

2. Thoughts, questions, and what needs to be decided now or later

This section of summary report captures an abbreviated version of the input from participants during the first session and between the sessions within each theme. The seven abbreviated summaries are included as reference for future deliberations (Who, Location, Form of Tenure/Participation in Decision-Making, Type of Construction/Structure, Amenities/Design, Support, and Affordability (Appendix C).

D. Directions to take the HDC forward and volunteer capacity




1. Process

The second session focused on formulating recommendations, working in prearranged small groups. Three groups received two topics each and one group received the seventh topic, each with its associated summary of input that came from participants between the first and second session.

The HDC recognized that participants were being asked to process a lot of detailed content. They emphasized the importance of reaching conclusions on the issues participants named as needing resolution “now.” In response to this priority, the facilitator identified seven emerging areas of focus. Notwithstanding the limitation that some of groups were being asked to confirm priorities and others were developing strategies, the groups worked through a template with a set of common questions to guide the conversations:

Recommendation
Concrete “deliverable”. Please be as clear and concise as you can be.
Rationale
Based on data and input in the summary for this topic, what is the evidence that supports going in this direction?
How
What steps are needed? Who is in the best position to carry out this action, e.g., HDC, specific working group of HDC, outside consultant? What resources will we need?
When
Estimated timeline

People had an opportunity to briefly review the emerging recommendations and rationale for each topic in a single document and consider their response, using a consensus decision-making tool:

	Green: I'm in favour of the direction in this recommendation.
	Yellow: I have reservations/concerns but I can live with the direction in this recommendation.
	Red: I would find it difficult to live with the direction in this recommendation because of my concerns.

People held up their responses for the group to get a visual read of the level of agreement and submitted the responses by email. We did not have time to discuss people's reservations and concerns for the yellows and reds. The facilitator followed up with participants after the session to ask if people could share their thinking. This is still a work in progress but would be valuable for the HDC to see through so as to create a safe space for people to explain their perspective.

2. Areas of focus, recommendations, and results of the voting

The areas of focus, the recommendations, and the results of the voting (from 14) are included below followed by a set of next steps from the small group discussions. The "recommendation templates" are hyperlinked for Who, Location, Form of tenure/participation in decision-making, Type of construction/structure, Amenities/Design, Support, and Affordability (Appendix D).

WHO	LOCATION
FOCUS: Confirm the market segment we are targeting: LGBTQ2S+ seniors and allies – mixed income – culturally diverse – and how populations not yet represented will be engaged in the planning process.	FOCUS: Confirm geographic boundaries and essential criteria for location [may need to adjust neighbourhood choice, depending on available and affordable options].
Recommendation: This residence will appeal to: senior singles/couples of Edmonton's LGBTQ2S+, and their friends and allies, who are interested in becoming a community member of this affirming and culturally	Recommendation: Set boundaries north, south, east, west and look for land within that territory: <ul style="list-style-type: none"> • Westmount, West Jasper Place to the west; • As far south as 23 Ave;

diverse population. This 'home' will be accessible to a mixed-income population.	<ul style="list-style-type: none"> To the north: 137 Ave; east: Highlands and Bonnie Doon.
Green – 14	Green - 2 Yellow - 9 Red - 2 Yellow to Red - 1
<p style="text-align: center;">TENURE & PARTICIPATION IN DECISION-MAKING</p> <p>FOCUS: Confirm the tenure model that fits with the target market and allows residents to actively participate in decision-making: Rental (non-profit) – Rental (co-operative) – Co-housing (private ownership with communal space) – or a mixture.</p>	<p style="text-align: center;">TYPE OF CONSTRUCTION /STRUCTURE</p> <p>FOCUS: Determine the preferred type of construction/structure for this housing project: New construction or renovation or shared space in existing seniors' housing [[may need to make some adjustments influenced by research on viable options related to availability, cost, and revenue].</p>
<p style="text-align: center;">Recommendation:</p> <ul style="list-style-type: none"> That more details be developed around "rental". That the building be owned by a non-profit. That guiding principles be developed by HDC before any contracts are signed. That the building be built by a partner/developer to be selected. That the building operations be guided by a residents' association. That the building be operated by a professional property management firm. 	<p style="text-align: center;">Recommendation:</p> <ol style="list-style-type: none"> Multi-purpose room(s) Flexible space – Larger and smaller meeting room. Accessible to people with mobility issues. Functionally designed to adapt to changing physical needs. Smart, tech ready building. Kitchens in each suite and one larger kitchen for congregate use. Secure building. Coffee room. Green/Outdoor space – street level, roof top? Underground parking. Balconies – Individual/congregate. Windows that open. Energy efficient/green.
Green - 10 Yellow - 3 Yellow to Red - 1	Green - 13 Yellow - 1
<p style="text-align: center;">AMENITIES & DESIGN</p> <p>FOCUS: Determine priority amenities and design features for the housing project that allow people to age in place [may need to</p>	<p style="text-align: center;">SUPPORT</p> <p>FOCUS: Confirm support model for the housing project that allows people to age in place.</p>

<p>adjust what is feasible after costs have been calculated].</p>	
<p>Recommendation:</p> <ul style="list-style-type: none"> • That the construction be new concrete construction / purpose-built. • That there be 50+ units. • That it support mixed income. • That there be a mixture of types of units (e.g. 1-bedroom, 2-bedroom, ...). • That the technology in the building be current. • That the building be green, LEED (?), and energy efficient. • That the building incorporate any COVID pandemic learnings. • That the units support flexible configuration to allow aging-in-place. 	<p>Recommendation:</p> <ul style="list-style-type: none"> • Our building will utilize Universal Design (doorway widths, handrails, non-slip floors, for our senior residences. Local senior service information will also be provided, i.e. the building could appoint a ‘resource navigator/officer’; home care and assist support information will be available, as needed by residents. • We’ll commit to a process of identifying/providing home care services as needed. • Quick-health care services, provided by an RNA, will be available. • Onsite emergency services, through AHS will be available
<p>Green - 11 Yellow - 3</p>	<p>Green - 10 Yellow - 3 Yellow to Red - 1</p>
<p style="text-align: center;">AFFORDABILITY</p> <p>FOCUS: Confirm strategy to determine the revenue required through rent and fundraising [based on building costs], and, if mixed income, the required and available subsidies.</p>	
<p style="text-align: center;">Recommendation:</p> <ul style="list-style-type: none"> • CMHC seed money – hire a person to create a more detailed prospectus that would lead to a business plan, do the needed research, help us to answer the big questions. • Need to hire project manager and consultant • Can we get land from the city (100-year lease)? • Explore the option of acquiring an existing building or building in development. • Research public money. • Investigate mortgages and bank loans. • Private investors. • Explore affordability of the target market, subsidies available (mixed income). • What are the requirements (size etc.) for social housing? (mixed income)? • How many suites do we need to have to be viable, economy of scale? 	
<p>Green - 9 Yellow - 4</p>	

Yellow to Red – 1**3. What steps are needed to advance the planning?****BROAD STEPS AND TIMELINES**

Internal steps
Prioritize recommendations across the seven topics and “action” in accordance with available resources and within budget (Immediately).
Set up an HDC Committee to develop mission, vision, values, guiding principles and a governance structure for decision-making. Continue to use green, yellow, red system for making decisions (Immediately).
Reorganize HDC around overseeing the ongoing work of a consultant (by January/February 2021).
Follow-up to the planning retreat: <ul style="list-style-type: none"> • Consolidate the statements from “what do I want to communicate about the essence of this project” to create the 30-second elevator speech about this housing project. • Follow-up with participants, individually, to inquire about their thinking behind the yellow and red votes, creating a safe space for people to express their views. • Confirm decision-making tool and documentation process for future use.
External support
Hire a consultant to develop a prospectus leading into a business plan, funding and financing plan (by June 30, 2021).
Hire a consultant [“project manager”] to pull together required information and manage the process of developing this housing project, i.e., identify available land, cost out amenities, develop a design (building on architectural work already done), and bring together information related to financing, social housing expectations, and subsidies. HDC’s role will be to provide oversight to make sure the project is in sync with our planning principles (hire by June 30, 2021).

STEPS WITHIN THE TOPIC AREAS AND TIMELINE

Who
1. Connect with ethnocultural and Indigenous groups in Edmonton. Promote this project to and with them in mind [HDC?].

- | |
|--|
| 2. Confirm branding, name of building (December 31, 2020). |
| 3. Promote project to our intended target audience after residence specifics have been determined. |

Location

- | |
|--|
| 1. Develop a list of criteria for selecting a location [HDC]. |
| 2. Define the boundaries [HDC]. |
| 3. Hire a consultant to identify what land is available with available amenities nearby and what it is like at night [CONSULTANT]. |

Type of construction

- | |
|---|
| 1. Bring everyone in HDC up to speed on the project work-to-date to ensure people have a common baseline understanding [HDC] (Immediately) |
| 2. Circulate the two architectural options that were developed as a base for discussions. Confirm whether or not more options need to be developed, based on the recommendations from this planning process [HDC] (Immediately) |

Form of tenure/Participation in decision-making

- | |
|---|
| 1. Assemble more details on “rental options” [HDC Partnerships Working Group]. [check wording] |
| 2. Set up an HDC Committee to develop mission, vision, values, guiding principles and a governance structure for decision-making. Continue to use green, yellow, red system [HDC] |

Amenities and Design

- | |
|--|
| 1. Hire a consultant to develop a prospectus to describe the desired amenities and design [CONSULTANT] (Soon, before anything else). |
| 2. Hire a consultant to do the costing of amenities and undertake the design, building on previous architectural work [CONSULTANT] (Soon, before anything else). |

Support
1. Bring together information about the range of supports currently available (HDC – consult Laurie Winder]
2. Involve partners and project manager, and review competitors’ available supports, to identify the “supports” to be included in the building [CONSULTANT]. (Consult with AHS to identify potential basic home care services/supports by December 31, 2020)

Affordability
1. Research/investigate financing options, e.g., through CMHC. Options include public money, mortgages and bank loans, private investors; 100-year lease from the City of Edmonton. [CONSULTANT] (CMHC money by October 2020; Hire professional to lead work by January/February 2021).
2. Explore affordability of the target market, available subsidies (mixed income] [CONSULTANT]. [Check wording]
<ul style="list-style-type: none"> • Determine how many suites we need to have to be viable in terms of economy of scale [CONSULTANT].
<ul style="list-style-type: none"> • Determine the requirements (size, etc.) for social housing (mixed income housing) [CONSULTANT].
<ul style="list-style-type: none"> • Determine what we can reasonably afford to do [CONSULTANT].

SEEK REQUIRED INFORMATION

What information do we need to advance the planning for this housing project?

Who already has or is best suited to find this information?

Location	
What information is needed?	Who already has or is best suited to get this information?
<ul style="list-style-type: none"> • Identify available land with the defined boundaries that meet identified criteria. 	<ul style="list-style-type: none"> • Consultant
<ul style="list-style-type: none"> • Determine if we can get land from the City of Edmonton (100-year lease). 	<ul style="list-style-type: none"> • Consultant

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Support	
What information is needed?	Who already has or is best suited to get this information?
<ul style="list-style-type: none"> Determine the range of services currently available. 	<ul style="list-style-type: none"> Consult with Laurie Winder

Amenities and Design	
What information is needed?	Who already has or is best suited to get this information?
<ul style="list-style-type: none"> Undertake costing for desired amenities. 	<ul style="list-style-type: none"> Consultant

Affordability	
What information is needed?	Who already has or is best suited to get this information?
<ul style="list-style-type: none"> Determine how many suites we need to have to be viable in terms of economy of scale. 	<ul style="list-style-type: none"> Consultant
<ul style="list-style-type: none"> Determine are the requirements (size, etc.) of social housing (mixed income housing). 	<ul style="list-style-type: none"> Consultant

TIMEFRAME

The small groups addressed the question of when they believed next steps should occur. Rolled into one timeline, the targets appear as follows, with an understanding that the groups worked separately and offered varied targets for some action steps that surfaced in more than one discussion, mainly the timing for hiring external consultants.

Immediately			
Follow up on outstanding items from planning retreat: <ul style="list-style-type: none"> 30-second elevator speech consolidation. 	Circulate information on work completed to date.	Prioritize recommendations across the seven topics. Form HDC Working Group to develop	Hire a consultant to develop prospectus and costing of desired amenities and design.

<ul style="list-style-type: none"> Gather concerns and reservations for yellow/red votes. Confirm decision-making tool and documentation process for future use. 		mission, vision, values, and guiding principles document, and identify a governance structure for decision-making.	
By October 2020	By December 2020	By February 2021	By June 2021
Determine available CMHC financing.	Confirm branding, name of building. Consult with AHS re: home care services and supports.	Reorganize HDC to provide oversight for work of consultant(s). Hire professional to lead the work.	Hire consultant to develop prospectus, leading into business plan and funding/financing plan.

3. Volunteer capacity

In the feedback form at the end of the planning retreat, participants were asked to indicate their initial thought about committing time and energy to this project, going forward, and to estimate the hours/month that would be realistic. For the purpose of this summary report, the responses are included without naming individuals. The responses are clustered by levels as a tool for planning. The outstanding question is what proportion of the tasks can be handled by external consultants, with oversight from the HDC, relative to volunteer responsibilities.

<ul style="list-style-type: none"> 1/2 I will have little time until spring when i can dedicate more time after my competency exams. 2 hours per month. Four hours per month? (I can do more!) 7-10 Hours per month 8/month I will continue on the project. 8 hours a month. 8 hours per month. 	<ul style="list-style-type: none"> I commit to being a member of the team and as time permits, depending on the tasks required, I commit to approximately 15 hours per month. A fair bit of time, 20 to 30 hrs maybe? Lots of time every week. I'm prepared to continue as part of a team and with boundaries regarding tasks and expectations.
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<ul style="list-style-type: none"> • I'm interested. I'd commit 8 hours a month. • I can commit to about 8 hours per month during the planning stage, perhaps more in development stage. 	<ul style="list-style-type: none"> • A lot more work needs to be done, someone needs to identify 'actions' and timelines. I am very interested in this project and will commit to spending consistent time going forward. Not sure how much time is necessary, we'll work together to get it done. • I see myself in an advisory role in this project. The work needs to be completed by contractors or partners who will be paid to do the work.
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E. Feedback on the planning retreat

At the conclusion of the two sessions, participants were asked to provide brief feedback on the process. The responses are included below:

What worked well for you?
<ul style="list-style-type: none"> • Structure was good, Ann maintained order well. • The leadership of a facilitator! • It worked very well! • It re-engaged a lot of people. ZOOM was very useful. • Having the sessions in the safety of my own home. <p><i>Dialogue in small groups with preparation and supporting information</i></p> <ul style="list-style-type: none"> • I thought we had good dialogue in the second session. I wasn't there for the first. • I liked the breakout room activities; the ability to capture ideas in real time and then send them for collation was cool. Saved time because no travel and no meals. Well organized activities and elicited good conversation in my small groups. • Breakout rooms and re-assembly worked very well this time. • The break out rooms, extra information provided prior to the meeting. • Enough space for discussion. • There are some really good conversations in the smaller groups. • Voting. Map at beginning. <ul style="list-style-type: none"> • Small groups were especially productive. Ann's written summations were valuable in identifying themes and focusing further deliberations. • Preparation and advance information and surprisingly break our rooms.

- The requirement to state a view or opinion in writing (very noticeable how clear and succinct people are when forced to write vs. speak.
- Doing the work on the 7 issues ahead of session worked very well. Break out groups worked well also.

What could be strengthened?

- Nothing - this session worked well as we were all focused on a smaller area.
- Not sure what to say here. I was pretty comfortable with the way the session was run.
- Committee members listening more carefully to each other.
- We never got to confirming a decision-making process for HDC which is critical and why we are in this situation now. The detailed text for each of the 7 themes was difficult to follow as there was too much detail. The summarized decision sheet worked well!
- My personal knowledge of all things in planning a big project such as this.
- Coffee ☺

Background and information

- We needed a bit more background on the work that was done to date. It seemed a lot of people in my groups weren't up to speed and those that were heavily engaged were frustrated with the people who weren't.
- Everyone should be on the same page with the same information.
- Went well. Lots of info to process.

Experience with technology

- More experience with video format...many of us are still novices with the tech.
- Practice with the technology.
- Getting everyone familiar with Zoom in advance would be helpful. Could a one page Zoom controls for iPad (or whatever device a person is using) be sent out as an email in advance of a meeting.
- A bit cumbersome at times due to some lack of familiarity with finer points of Zoom, but that is ok... sometimes a bit confusing.

Appendix A

EPSG Housing Development Committee



**Learning from engagement to date during
2014, 2018, and 2020**

*Prepared for the Housing Development Committee, Edmonton Pride Seniors Group
by Ann Goldblatt, August 6, 2020*

EPSG Housing Development Committee

Learning from engagement to date during 2014, 2018, and 2020

This package documents the learning from the surveys conducted during 2014, 2018, and 2020 and from the workshops in 2018, with hyperlinks to key documents. The purpose is to inform the upcoming discussion of the “emerging areas to tackle” (August 2020). Corrections and additions are welcome.

1. **Values, essence** - Clear sense of the values behind this project, what it’s trying to achieve, unpacking aging-in-place.
2. **Who** - For whom this project is being designed, looking beneath the surface to understand the implications of effectively reaching out to and reflecting the housing and related needs of people of mixed income, ability, and ethnocultural diversity as well as gender?
3. **Amenities/design** – To enable people to “age in place” with a sense of community, which are the most critical amenities and design features? Which amenities need to be determined at this stage? Which are part of a later stage of detailed design?
4. **Support** – To enable people to “age in place,” what is the range of support needs for which this housing project should be designed?
5. **Type of construction** – Clear articulation of the research and thinking behind the best option.
6. **Form of tenure** - Clear articulation of the research and thinking behind the best option.
7. **Location** - Clear articulation of the research and thinking behind the best option which includes neighbourhood preferences and proximity to services/facilities and public transportation.
8. **Affordability** – What impact will the choices above have on cost? What are the implications for the income required to live in this housing development?

9. **Governance** – What are the essential guiding principles for the governance model?
What needs to be determined at this stage?

EPSG Housing Development Committee
Learning from Engagement to Date, 2014, 2018, and 2020

1. What values / key guiding principles should guide this project?

Into the Closet Again, Survey 2014 (129 respondents)	
<p>Types of supports within the housing environment [The responses speak to principles for a congregate setting and shed light on the rationale for an LGBTQ2S+ seniors and friends/supporters housing project.]</p> <p>Very important to me 91.4% Partner is respected as main caregiver. 90.2% Allowed to share suite/room with partner. 86.1% Policies against discrimination based on sexual orientation. 77% Relationship-status respected – whether partnered or single. 76.3% People respect me and my partner showing affection. 70.9% Policies against discrimination based on gender identity. 65.6% Staff diversity training in working with LGBTQ2S residents. 65.6% Social activities make LGBTQ residents feel included. 60.8% Someone on staff to approach if feeling excluded/disrespected. 47.6% Having support groups available for issues specific to LGBTQ2S seniors. 45.1% Others who live/work there do not assume I am straight. 16.0% Others who live/work there do not assume my gender identity=sex at birth.</p>	
HDC's Three Workshops 2018 (30 participants)	HDC Survey 2018 (22 respondents from the workshops)
<ul style="list-style-type: none"> • Creating a choice when one no longer has a choice. • People can age in place (design flexibility) ... A place where people care for and about me ... Maximize independence ... Provide a transition into supportive living. • Inclusive ... Meets diverse community needs (social, health, etc.) ... Mix of residents, not exclusively LGBTQ2S+ 	<p>[Not explored in this survey]</p>

<ul style="list-style-type: none"> • Safe environment – physical, non-predatory, psychological ... Not judged ... Being part of the tribe – not having to prove yourself ... A place where you can be yourself. • A home, not an institution. • Feel at home in a group setting ... To create community and a supportive environment. • Pet-friendly ... Have what we have now [amenities]: garden, green space, peace and quiet, desk. • Can be rental or ownership, depending on model. 	
HDC Survey 2020 (199 respondents)	
<ul style="list-style-type: none"> • Inclusiveness and friendliness for LGTBT2S+ seniors and their friends/supporters is the most important housing feature for this project. 	
HDC's Follow-up steps have included ...	
<ul style="list-style-type: none"> • HDC has brought the consistent guiding principles forward at each stage of the planning. 	

EPSG Housing Development Committee
Learning from Engagement to Date, 2014, 2018, and 2020

2. “Who” – For whom is this housing being developed? Whose voices are represented in the planning?

Survey 2014 (129 respondents)	
<p>“Voices heard, voices yet to be heard”</p> <ul style="list-style-type: none"> • Self-identified gender was roughly half females, half males, with a few people reporting ‘other.’ • Just over half the respondents said they live with a spouse/partner, and just over one-third live alone; a small percentage reported alternate types of arrangements. • More than 70% of respondents reported their health as excellent or very good, and most others the others said they were in good health; however, just under half reported living with one or more chronic health conditions. • More than 90% of respondents identified as White (Western or Eastern European descent). • Almost one-third of respondents reported their annual <i>personal</i> income (from all sources) as \$80,000 or more, and almost two-thirds of them reported \$40,000 or more; at the annual <i>household</i> income level, more than one-third reported it as \$100,000 more; almost two-thirds reported \$60,000 or more. • “The people who participated in the survey were largely well-resourced – White, middle class, and in good health. Recognizing that the fewer the resources individuals have coming into their senior years, in terms of income and social support, and the more compromised their health, the more limited the range of choices available. To reach beyond the dominant population will require time and strategies to be more inclusive.” 	
Three Workshops 2018 (30 participants)	Survey 2018 (22 respondents from the workshops)
<ul style="list-style-type: none"> • LGBTQ2S+community. • Lower income LGBTQ2S. • Two Spirit seniors. • Culturally diverse seniors ... How does our housing concept fit into the cultural 	<ul style="list-style-type: none"> • 86.5% Inclusive facility for LGBTQ2S seniors and their friends/supporters. <p>Residence open to both LGBTQ2S residents and friends</p> <ul style="list-style-type: none"> • 45.5% important • 45.5% very important <p>Exclusive to LGBTQ2S residents</p>

<p>values of Indigenous people and other ethnic groups?</p> <ul style="list-style-type: none"> • “Core belief”: This LGBTQ community will be multi-generational ... Intergenerational, inclusive of families. • Could include housing for homeless LGBTQ youth who could also work at various tasks for the community. 	<ul style="list-style-type: none"> • 31.8% important • 4.6% very important <p>Open to all</p> <ul style="list-style-type: none"> • 40% somewhat important or not important at all • 35% important or very important
2020 (199 respondents)	
<ul style="list-style-type: none"> • 87.4% LGBGTQ2S+ seniors and their friends/supporters • 64% of those who want to move in currently own their own home. • 34% rent their current accommodation. <p>48 of the 52 interested respondents provided gender information</p> <ul style="list-style-type: none"> • 30 (63%) identified as male. • 16 (33%) identified as female. • 2 identified as other or trans. 	<p>Age of respondents who want to move in</p> <p>Under 40 2 (4%) 40 to 49 1 (2%) 50 to 59 15 (31%) 60 to 69 22 (45%) 70 plus 9 (18%) Total: 49</p>
Follow-up steps have included ...	
<p>2020 Experience with low income seniors and building and managing not-for-profit housing:</p> <ul style="list-style-type: none"> • Met with Right at Home Society Housing Society • Met with Greater Edmonton Foundation. 	<ul style="list-style-type: none"> • Conducting interviews with individuals who completed the survey; hoping to interview approximately 10 individuals (HDC Interviews Working Group).

EPSG Housing Development Committee
Learning from Engagement to Date, 2014, 2018, and 2020

3. What amenities should this housing project offer?

Survey 2014 (129 respondents)	
[Not explored in this survey]	
Three Workshops 2018 (30 participants)	Survey 2018 (22 respondents from the workshops)
<ul style="list-style-type: none"> • Flexible design for aging in place. • Prepare food for myself and have access to a dining room. <p>Common space</p> <ul style="list-style-type: none"> • Outdoor space/enclosed space in winter ... Space with fresh air, natural light ... Green space ... Garden ... Greenhouse/atrium ... Peace and quiet. • Kitchen, dining room. • Seating area, TV/theatre room, recreational space. • Parking and/or rideshare. • Main complex should have covered entry for drive-up drop-off. • Land large enough for a large outdoor community space • Guest suite. 	<p>Unit configuration</p> <ul style="list-style-type: none"> • 36.6% One bedroom with den • 27.7% Two bedrooms • 18.2% One bedroom • 9.1 % Studio/bachelorette • 9.1% Two bedroom with den <p>Private space</p> <ul style="list-style-type: none"> • 86.6% Private outdoor spaces <p>Common space</p> <ul style="list-style-type: none"> • 95.5% Common lounge/gathering space. • 81% Garden/green space. • 77.3% Recreation/exercise space. • 76.2% Courtyard • 76% Underground parking. • 63.7% Atrium • 61.9% Common kitchen and dining area • 57.4% Café • 45.5% Library • 50% Theatre venue
Survey 2020 (199 respondents)	
Total responses	Responses from potential residents
<p>Unit configuration</p> <ul style="list-style-type: none"> • 48% One bedroom plus den • 26% Two bedroom <li style="text-align: center;">*** • 59.6% Private outdoor space 	<p>Unit configuration</p> <ul style="list-style-type: none"> • 65.4% Private outdoor space <p>Common space</p> <ul style="list-style-type: none"> • 70.1% Recreation space

<p>Common space</p> <ul style="list-style-type: none"> • 70.1% Recreation space • 67.3% Common lounge/gathering space • 66.0% Outdoor courtyard • 64% Gardening/green spaces • 59.4% Pet-friendly building (i.e., small dogs, cats, birds) • 56.1% Underground parking 	<ul style="list-style-type: none"> • 67.3% Common lounge/gathering space • 63.5% Outdoor courtyard • 58.7% Pet-friendly building (i.e., small dogs, cats, birds) • 55.8% Gardening/green spaces • 55.8% Underground parking
Follow-up action has included ...	
<p>2020</p> <p>Proposed building amenities for inclusive LGBTQ housing project, Draft (HDC Amenities Working Group)</p> <p>50 suites minimum</p> <p>Unit configuration and features</p> <ul style="list-style-type: none"> • One bedroom. • One bedroom plus den. • Two bedrooms. • Balconies, regular size preferred; Juliet balconies as a second option. • Individual suite temperature control. • Full kitchens. • In suite laundry hook-ups and space. • Roughed in oxygen connections (cost-dependent). <p>Common space</p> <ul style="list-style-type: none"> • Plenty of natural light. • Wide entrances and hallways for people with mobility issues and emergency services access. 	<p>Common space (continued) ...</p> <ul style="list-style-type: none"> • Handrails in hallways. • Two elevators (minimum). • Emergency generator. • Underground parking. • Surface parking for visitors with plug-ins. • Additional storage cages in the parkade. • Bike parking. • Guest suite. <p>Community space</p> <ul style="list-style-type: none"> • Garden - green space <p>Operational spaces</p> <ul style="list-style-type: none"> • Administrative office • Space for health care support services (office) • Concierge/receptionist desk • Community/commercial kitchen • Maintenance equipment storage

EPSG Housing Development Committee
Learning from Engagement to Date, 2014, 2018, and 2020

4. What supports are people seeking?

Survey 2014 (128 respondents)	
<p><i>Reason for making a change in one's housing situation in senior years</i></p> <ul style="list-style-type: none"> • 78.1% I could no longer live independently, without some type of support. • 21.1% I would prefer to live with other seniors. • 17.2% I would feel safer in a different housing arrangement than my present one. 	
Three Workshops 2018 (30 participants)	Survey 2018 (22 respondents from the workshops)
<ul style="list-style-type: none"> • Maximize independence ... A place to transition from independence to aging in place to full care. • This LGBTQ community will allow community residents to age-in-place, age in the right place ... Aging in place with wrap-around care. • Graduated care ... a place with varying levels of care. • Model needs to include opportunities for varying levels of home care, medical care, and extended care up to 24/7 according to the needs of the residents. • This is best accomplished with pooled resources when dealing with care provided by government funding. • Options for models of support. 	<ul style="list-style-type: none"> • 95.2% Support services flexible to their needs important or very important <p>When asked to rank "amenities," top item was:</p> <ul style="list-style-type: none"> • 99.9% Escalating support services
Survey 2020 (199 respondents)	
<p><i>Total respondents</i></p> <ul style="list-style-type: none"> • 68.5% Home care/health support services as needed 	<p><i>Responses from potential residents</i></p> <ul style="list-style-type: none"> • 50% Home care/health support services as needed

Follow-up steps have included ...	
<p>2019 Housing Feasibility Study (completed by Communitas):</p> <ul style="list-style-type: none"> • Providing home care services in a new seniors' residence requires a phased-in approach ... as the building evolves, care needs will increase. • Alberta Health Services provides home care services on an individual basis and on a fee-for-service model ... services grow with changing health needs of residents. • If number of hours needed exceeds AHS weekly maximum, private hire model could be incorporated into staff complement ... Home Care Service would provide a level of comfort and security needed in this type of community. 	<p>2020</p> <ul style="list-style-type: none"> • Arranged Alberta Health presentation to HDC: Yesterday, Today, and Tomorrow, Seniors Housing Options, 2020 (PPT). • Arranged Alberta Health Services presentation to HDC on seniors' health services (included in Robert Smith's PPT, Humble Beginnings): <ul style="list-style-type: none"> ○ Private rental (non-profit) ○ Cooperative (Co-housing within a cooperative) ○ Congregate • See Seniors Housing Terms chart: Continuing Care System/Continuum from Home Living/Independent Living to Supportive Living to Facility Living (Alberta Seniors Communities and Housing Association, ASCHA). • Need 20 units to provide resources for assisted living.

EPSC Housing Development Committee
Learning from Engagement to Date, 2014, 2018, and 2020

5. What types of construction did people identify?

Survey 2014 (129 respondents)	
[Not explored in this survey]	
Three Workshops 2018 (30 participants)	Survey 2018 (22 respondents from the workshops)
<p><i>Types of construction</i></p> <ul style="list-style-type: none"> • Repurposed schools ... Share an existing building. • Large stand-alone multi-floor complex or separate unit complex of varying levels or a combination of complex and separating housing units. • Dynamic innovative architecture. • Eco-friendly/carbon neutral. 	<p><i>Preference between two models</i></p> <ul style="list-style-type: none"> • Between two architectural designs shared with workshop participants, 40.9% chose Model A and 40.9% chose both model A and B. <p>Building A</p> <ul style="list-style-type: none"> • Four story or multiple level complex • 40 or more self-contained units • 1 bedroom, 2 bedroom, 2 bedroom • Amenities: including but not limited to common space with kitchen for functions and gatherings, “café,” library, games room, theatre, garden spaces, green spaces, courtyard, underground parking, etc. • Home and health care available as required for aging in place • Residential and support space for homeless LGBTQ2S youth. <p>Building B (Congregate living option)</p> <ul style="list-style-type: none"> • Four or more unrelated individuals occupy sleeping units in a building with shared access to cooking, laundry, or sanitary facilities. • Can contain self-contained and bedsitting rooms. • 10-12 private living spaces within a congregate living environment.

	<ul style="list-style-type: none"> • Bedsitting room, 1 bedroom, two bedroom plus den in an assisted living environment. • Support services geared to need as in “aging in place.” • Amenities including but not limited to common kitchen common dining, lounge, living space, garden, green space, atrium, outdoor privacy spaces, exercise and games rooms, recreation space, etc. • Residential and support space for homeless LGTQ2S youth.
Survey 2020 (199 respondents)	
[Not explored in this survey]	
Follow-up steps have included ...	
<p>2018/2019</p> <ul style="list-style-type: none"> • Provided Rockliff Pierzchajlo Kroman Architects with number of units (50) and unit configuration (1 bedrooms, 1 bedrooms plus den, 2 bedrooms) and a list of amenities. • Architects came back with designs for a smaller and a larger plot (16 stories – 40, 579 sq ft - and 7 stories – 42,700 sq ft) 	<p>2019</p> <p>Housing Feasibility Study (completed by Communitas). Study included:</p> <ul style="list-style-type: none"> • Guiding principles; neighbourhood of preference; design program (units, unit configuration, and amenities); initial designs for smaller and larger sites. • Financial analysis – capital costs for two options, rental revenue, operating costs, mortgage capacity and equity required. • Affordability – given objective to create a mixed income community, identified supply (housing provider that will reduce overall capital cost) and demand side assistance (individual households). • PPT presentation identified possibility of purchase and renovation of an existing facility and possibility of purchase and conversion to residential.

EPSG Housing Development Committee
Learning from Engagement to Date, 2014, 2018, and 2020

6. What types of tenure did people identify?

Survey 2014 (128 respondents)	
<ul style="list-style-type: none"> • When asked their top three choices of potential future housing, staying in one’s own home, with supports, was the first choice of well over half the respondents. • About one-quarter of all 128 survey respondents chose seniors-directed cooperative or cohousing with access to services, specific to LGBTQ2S seniors. This option was the second choice of one-third of respondents, and the option most commonly chosen overall; almost four in five respondents (78.9%) made this option one of their top three. • Assisted/supported living was the first choice of very few, but was the second or third choice of more than half the respondents (54.7%). 	
Three Workshops 2018 (30 participants)	Survey 2018 (22 respondents from the workshops)
<p>Forms of tenure</p> <ul style="list-style-type: none"> • A broad range of housing options ... the housing plans could include the following: <ul style="list-style-type: none"> ○ Rental units/space; ○ Direct ownership units/spaces; ○ Co-op units/spaces; ○ Co-housing units/spaces; ○ Congregate living units/spaces • Rental, Co-operative 	<p>Forms of tenure</p> <ul style="list-style-type: none"> • 50% Rental option • 9.1% Continuing co-operative 9.1 [form of rental] • 13.6% Home ownership co-op 13.6 • 9.1% Ownership • 4.6% Life lease
Survey 2020 (199 respondents)	
<ul style="list-style-type: none"> • Asked about amount of rent people could afford to pay – responses included under “Affordability” below. 	
Follow-up steps have included ...	

EPSG Housing Development Committee
Learning from Engagement to Date, 2014, 2018, and 2020

7. What are the affordability considerations?

Survey 2014 (128 respondents)	
<ul style="list-style-type: none"> • Almost one-third of respondents reported their annual <i>personal</i> income (from all sources) as \$80,000 or more, and almost two-thirds of them reported \$40,000 or more; at the annual <i>household</i> income level, more than one-third reported it as \$100,000 more; almost two-thirds reported \$60,000 or more. • “The people who participated in the survey were largely well-resourced – White, middle class, and in good health. Recognizing that the fewer the resources individuals have coming into their senior years, in terms of income and social support, and the more compromised their health, the more limited the range of choices available. To reach beyond the dominant population will require time and strategies to be more inclusive.” 	
Three Workshops 2018 (30 participants)	Survey 2018 (22 respondents from the workshops)
<p>From the notes, the workshop discussions did not focus on affordability. However, HDC meeting notes, most of whom participated in the workshops, reflect considerations and concerns regarding affordability:</p> <ul style="list-style-type: none"> • Concern: cost of rental will be too high for most of our Pride seniors ... There are a lot of folks on basic seniors’ incomes. • Begin the conversation by determining basic income for seniors with only CPP, OAS, and supplements. Total approximately \$1,700 to \$1,750 per month ... With housing subsidies, possible rent to this level of income would be approximately \$510 monthly. • Costing in first report was based on all amenities and features. Some amenities could generate rental income from the community. 	<p>Forms of tenure</p> <ul style="list-style-type: none"> • 50% Rental option • 9.1% Continuing co-operative 9.1 [form of rental] • 13.6% Home ownership co-op 13.6 • 9.1% Ownership • 4.6% Life lease <p>Willingness to invest in a potential development</p> <ul style="list-style-type: none"> • 45.5% indicated they were unsure at this time • 27.3% indicated yes

<ul style="list-style-type: none"> • Need to set a target for total monthly housing costs, including rent. 	
Survey 2020 (199 respondents)	
<p>Total responses</p> <ul style="list-style-type: none"> • 60% can pay less than \$1,400/month. • Of these, 30.3% are willing to pay \$1,000 or less and 29% between \$1,000 and \$1,400. • 64% would share the suite with a friend, partner, or spouse to enhance affordability. 	<p>Responses from potential residents</p> <ul style="list-style-type: none"> • 60% can pay less than \$1,400/month. Of these ... <ul style="list-style-type: none"> ○ 38.5% can pay \$1,000 or less ○ 21.2% between \$1,000 and \$1,400. • 17.3% could pay between \$1,400 and \$1,800. • One third can pay between \$1,400 and \$2,800. • 71% would share the suite with a friend, partner, or spouse to enhance affordability. • 64% of those who want to move in currently own their own home. • 34% rent their current accommodation.
Follow-up steps have included ...	
<p>2019 Housing Feasibility Study (completed by Communitas). Study includes:</p> <ul style="list-style-type: none"> • Financial analysis – capital costs for two options, rental revenue, operating costs, mortgage capacity and equity required. • Affordability – given objective to create a mixed income community, identified supply (housing provider that will reduce overall capital cost) and demand side assistance (individual households). 	

EPSG Housing Development Committee
Learning from Engagement to date, 2014, 2018, and 2020

8. What are the considerations for location?

Survey 2014 (128 respondents)	
<p>[The survey asked what amenities people would want to have close by rather than specific neighbourhoods of preference.]</p> <ul style="list-style-type: none"> The survey asked all respondents about the kinds of activities or places they would like to have near where they would live. Parks and recreation facilities were most common first choices, followed by shopping. More respondents selected parks as their first choice, but more selected recreation facilities as one of their top three choices (43.8% across the top three). Overall, arts and culture appears among respondents top three choices, for close to half of all respondents (45.3% across the top three choices). Females chose parks as one of their top three favoured nearby places (45.8% vs 34.9% of males) Females chose bus stops as one of their top three favoured nearby places (25.4% vs 14.2% of males) Males chose health facilities as one of their top three favoured nearby places (22.2% vs 10.2% of females). 	
Three Workshops 2018 (30 participants)	Survey 2018 (22 respondents from the workshops)
<ul style="list-style-type: none"> Mature neighbourhood <p>Access to ...</p> <ul style="list-style-type: none"> Walking trails Transportation Recreational facilities, swimming pool Arts and culture <p>Considerations (from HDC members)</p> <ul style="list-style-type: none"> Affordability of building in Oliver vs. Garneau was the rationale for choosing Oliver over Garneau (guidance from Communitas). 	<p><i>Most popular geographic areas in order of preference:</i></p> <ul style="list-style-type: none"> Oliver 77.3% Garneau 76.2% Glenora 52.3% Highlands 33.3% Central McDougall 33.3% Bonnie Doon 28.6%

<ul style="list-style-type: none"> • Consider whether Oliver is a neighbourhood of preference for lesbian women. • Proximity to services, recreational facilities, shopping, and [public] transportation. • May need to compromise, depending on land availability. 	
Survey 2020 (199 respondents)	
<ul style="list-style-type: none"> • In preamble, informed participants of Oliver preference, based on 2018 survey. 	
Follow-up steps have included ...	
<p>2020</p> <p>Partnerships explored</p> <ul style="list-style-type: none"> • Right at Home Housing Society • Greater Edmonton Foundation • Artshab <ul style="list-style-type: none"> • Conducted a visual scan of Garneau properties. 	

EPSG Housing Development Committee
Learning from Engagement to date, 2014, 2018, and 2020

9. What are the considerations for governance?

Specific questions on governance have not been part of the surveys to date. However, people have commented on the importance of residents participating in decision-making. The “forms of tenure” open up varying options for resident engagement.

Survey 2014 (128 respondents)	
Three Workshops 2018 (30 participants)	Survey 2018 (22 respondents from the workshops)
Survey 2020 (199 respondents)	
Follow-up steps have included ...	

EPSG Housing Development Committee
What I want to communicate, August 6, 2020
(Themed)

FOR WHOM

From lara pinchbeck to Everyone: 04:04 PM

Though we have some commonalities, the community also **reflects and respects the diversity** of folks - both of which are celebrated

From lara pinchbeck to Everyone: 04:05 PM

Though the majority of residents might be seniors, there is still room for **multigenerational folks** to reside together.

From Carl

Create housing for **senior LGBTQ2S+ people who feel a need for this housing**, recognizing it is **not for everyone**.

FEELS WELCOMING, SAFE, COMFORTABLE, AT HOME, WITH A SENSE OF COMMUNITY

From blair to Everyone: 04:02 PM

We are creating an **inclusive, safe**, affordable housing for the LGBTQ2S seniors, their friends and supporters.

From John Toogood to Everyone: 04:04 PM

A **safe community** home for **LGBTQ2S+ seniors** and a safe space for the **overall LGBTQ2S+ community** to gather

From Todd Herron to Everyone: 04:04 PM

A **safe space** for LGBTQ+ seniors feel a **sense of community, feel at home**, feel they are **with their tribe**, and **feel they can exhale**.

From lara pinchbeck to Everyone: 04:03 PM

A residential community where people can live their daily lives to the degree that each is **comfortable and open**.

From Joan White Calf to Everyone: 04:03 PM

There is a **beautiful welcoming** affordable place to retire to. This place will address and support all your needs as a queer senior individual.

From Larry Jewell to Everyone

A **safe and welcoming** place for GLBT seniors that allows **maximum fulfilment**

From blair to Everyone: 04:04 PM

We want to create **beautiful, welcoming** space where our community can live in a **supportive place** as **part of the larger community** and have health supports as needed as we age.

From LaurieWinder to Everyone: 04:05 PM

We are creating a community for older LGBTQ2s where **people feel a sense of belonging** and there is **no need to "go back in the closet"** to live a good life.

From Thais (Thaya) McKee to Everyone: 04:05 PM

We're creating a residence that will allow residents to live their **authentic lives**, within a building and within a **building community of like-minded people**. This will ensure a **safe and supportive** space for people to **age with friends**.

From Sydney Goss to Everyone: 04:06 PM

Housing will exude a *sense of belonging* , be a **safe and welcoming home** for lgbtq seniors

From LaurieWinder to Everyone: 04:05 PM

A forever home

From lara pinchbeck to Everyone: 04:06 PM

A **healthy balance** collectively between **respect and camp**

From Michael Phair to Everyone: 04:08 PM

Another step in the community building of a **safe and sensitive housing** for lgbtq2s+seniors.

From LaurieWinder to Everyone: 04:08 PM

A beautiful building that is a **safe haven** for those who live there

From Liz

A **safe and respectful place** that **allows for differences**, where it's clear what the limits of care will be so that, if you move in, you know if you need more care than what is provided, you may have to move

From jansch to Everyone: 04:02 PM

Supportive living for lgbtq2s+ seniors that includes **community** and the ability to age in place

From Eric Storey to Everyone: 04:02 PM

A **community of living** for older LGBTQ2S+ and their allies

From lara pinchbeck to Everyone: 04:03 PM

A residential community where people can live their daily lives to the degree that each is **comfortable and open.**

BEAUTIFUL

From Joan White Calf to Everyone: 04:03 PM

There is a **beautiful** welcoming affordable place to retire to. This place will address and support all your needs as a queer senior individual.

From blair to Everyone: 04:04 PM

We want to create **beautiful**, welcoming space where our community can live in a supportive place as part of the larger community and have health supports as needed as we age.

From LaurieWinder to Everyone: 04:08 PM

A **beautiful building** that is a safe haven for those who live there

AFFORDABLE

From blair to Everyone: 04:02 PM

We are creating an inclusive, safe, **affordable** housing for the LGBTQ2S seniors, their friends and supporters.

From Joan White Calf to Everyone: 04:03 PM

There is a beautiful welcoming **affordable** place to retire to. This place will address and support all your needs as a queer senior individual.

SUPPORT NEEDS AS PEOPLE AGE

From jansch to Everyone: 04:02 PM

Supportive living for lgbtq2s+ seniors that includes **community** and the ability to age in place.

From Joan White Calf to Everyone: 04:03 PM

There is a beautiful welcoming affordable place to retire to. This place will **address and support all your needs** as a queer senior individual.

IN CONTROL OF DECISIONS

From Carl

Trying to pull off a way of living together where **we are in control** (vs. provided by a provider).

Impressions after reviewing the contributions

Home, Community, Safe, Beautiful, I can be who I am – what you would feel like in your own home = Words made me feel warm inside – Friends - Respectful

Community – more than my home – a community of interests, people living together

Missing: Flexible, Supportive

Recognize words mean different things to different people, e.g., safe, supportive
Being inclusive, recognized, supported – have been the source of tremendous struggles; how do we work with these issues?

Appendix C

EPSC Housing Development Committee Combined input on WHO

August 18, 2020

For whom is this project is being designed, looking beneath the surface to understand the implications of effectively reaching out to and reflecting the housing and related needs of people of mixed income, ability, and ethnocultural diversity as well as gender?

1. What are your thoughts on the points raised in this area?

As part of your reflections, consider the **alignment** between what people expressed about the essence of this project in the first activity and what we've learned through the engagement (included below).

Cultural diversity

- Indigenous people identified in focus groups/surveys; has not had attention as yet.
- Important to deal with cultural diversity, recognizing efforts could be made against the project with similar action that led to the cancellation of Pride events.
- We want a wide catchment of people ethnoculturally.
- Getting to some of the diverse communities in our community has proved very difficult as was demonstrated by the collapse of the Gay Pride Events in Edmonton. This was caused by diverse groups who felt they were denied a place at the table in the Gay Pride Events and were not recognized in general by the LGBTQ+ community. This is still an open wound in Edmonton. We should be addressing that now since the housing concept we are looking at may not fit culturally with other groups.

Multigenerational diversity/involvement

- Involvement of homeless youth, and multigenerational residents identified in focus groups/surveys; have not had attention as yet. Some tenants will have custody of children and grandchildren on a full or part time basis, and that would be ok ... "well-behaved."
- This was intended to be a senior's residence.
- Homeless youth could be involved, I don't think as co-residents of this residence. Perhaps we could 'fund/accommodate a joint or near-by residence/group home, under the same umbrella organization.
- Providing housing to homeless youth presents a whole other range of issues that we or whatever management body evolves may not be equipped to handle. This is more in the Housing First range of services.

Economic diversity

- We want a wide catchment of people economically.

LGBTQ2S+ diversity

- Legally, we cannot limit housing to LGBTQ+ and allies. However, we do not want to market to people who would shame LGBTQ+ residents. (This goes to 'psychological safety'.)
- In interviews with perspective tenants it would have to be stressed that this is an inclusive and discrimination-free building and that breaching those policies could lead to loss of their tenancy. As an aside it would also be important to cover the same territory with LGBTQ2S+ clients, as in some cases that I have witnessed non-LGBTQ2S+ folks have gone out of their way to ensure "straights" felt uncomfortable

Health considerations for people who would choose to be part of this residential community

- About one third reported a chronic medical condition. Important consideration for planning. The design of the whole place needs to be done with accessibility in mind and for increased care as needed.

Implications for a healthy community

- Respect for differences is important, e.g., governance issue.

Decision-making

- Co-operative living principles are crucial in this project; it should be run by us, for us.
- The 'governance' piece is fairly large and not yet really discussed.
- A list of co-operative living principles as well as dispute and resolution mechanisms absolutely required but decision making by a diverse group of 50-60 residents would be unworkable ... This must clearly address who are the decision-makers.

2. What other questions arise for you? Are there gaps in knowledge that, if filled, would strengthen the work in this area?

Implications of setting up community-specific housing

- Legally, we cannot limit housing to LGBTQ+ and allies. However, we do not want to market to people who would shame LGBTQ+ residents. (This goes to 'psychological safety'.) Does the building meet the ['principles of universal design'](#) - seven standards?

- Inform ourselves on how other community-specific residential facilities for seniors have dealt with issues of exclusivity without being discriminatory, e.g., Chinese and Jewish communities (Liz, John, and Jan are interested in this issue).
- There cannot be covert discrimination, open for all means open for all, within the limits of respectful tenancy.

Subsidy

- How much of a subsidy would be required to broaden the target group of LGBTQ+ residents? From where would the subsidy be coming?

Marketing

- Legally cannot market to LGBTQ+ and allies exclusively but can target a market.
- STRATEGY: How do we market to culturally diverse members of the community?
- A far reaching communications strategy will be important.

Go beneath the surface to understand the needs of LGBTQ2S+ seniors

- Important to understand the needs and issues of LGBTQ2S+ seniors so that we make decisions that are responsive. Need a clear analysis. Valuable to have case studies of people expressing interest to understand their context.
- What are the deficiencies in the current market of seniors housing options?
- What other strategies are needed to continue to improve the quality of the experience for the majority of LGBTQ2S+ seniors who will still be moving into a variety of settings? What is the range of options we should be exploring? This housing project is then not a stand-alone strategy; it is one aspect of a village approach.

3. What needs to be decided now? What can remain flexible and wait until a later stage?

DECIDE NOW

Confirm intent and use as a framework reference for all our work and to answer queries

- Confirm the statement that this is an affirming, diversity based residential project for the lgbtqs2+ community members along with friends, family, and allies.
- Confirm market segment we are targeting.

Decide on source(s) of the subsidy

- This isn't a later, this is a now. Along with what (and how much) subsidies are available, how sensitive are they to future political decisions?

Confirm tenure model

- Decide on rental, co-op [a form of rental], or co-housing, or a mixture

Confirm affordability/subsidy questions

- KNOWLEDGE: How much of a subsidy would be required to broaden the target group of LGBTQ+ residents? Where would the subsidy be coming from?
- It would be good to know for 2020 but it is likely to change in the future. Who knows 'if' subsidies will be available in 2024/2025 and beyond...so not essential now.
- What is the fraction of units that will be subsidized?
- This may be imposed by governments through their funding agreements.
- Before these we need to firmly settle on the total cost of the project with all amenities.

DECIDE LATER

Determine marketing strategies

EPSG Housing Development Committee Combined input on LOCATION

August 18, 2020

What are the considerations related to selecting a location? Set the stage to clearly articulate the research and thinking behind the best option which includes neighbourhood preferences and proximity to services/facilities and public transportation, as well as viable partnerships.

1. What are your thoughts on the points raised in this area?

As part of your reflections, consider the **alignment** between what people expressed about the essence of this project in the first activity and what we've learned through the engagement (included below).

Important to be close to amenities in the neighbourhood

- Consider residents' need for local conveniences, i.e., better bus service, grocery stores, medical facilities, and cultural attractions. Must have conveniences within walking distance. Many seniors don't drive.
- Bus routes can change over time. The LRT is hard wired in place. If transportation is important then we should be very close to the LRT.
- What do we do with members who need assistance to get to appointments and have mobility problems – DATS, Taxi, will other residents pitch in with help?

Geographic options and preferences

- Central location ... There is a large concentration of LGBtQ2S+ that reside in the downtown area. It would make sense to build this facility where the people are rather than in the suburbs where there is a high risk of additional prejudice. Downtown is also walkable and there is access to many services.
- Use a map to determine location, i.e., a spot between Oliver and McDougall; sounds like good compromise; Near LRT; Near a swimming pool; Near a decent restaurant or two; close to the hospital.
- The location will in large part be determined where we can obtain suitable space at an attractive/affordable price. i.e., If City land exists in Bonnie Doon, though it wasn't chosen as the most desirable location in 2018, by 2021, it will have an up-and-running LRT service. This will connect Bonnie Doon to downtown!
- 2018 Survey showed equal preference for Oliver and Garneau. So did 2014 survey so we should not be saying Oliver was overwhelming choice.
- Oliver was chosen for numerous reasons - cheaper and available. Land, zoning for high-rises, proximity to important amenities-grocery stores n shops and public transit. From a quality of life and community building perspective, Oliver is the logical location.

- I think that we decided on what we want...concrete 50 unit mixed income building in Oliver or The Quarters and begin the fundraising.

2. What other questions arise for you? Are there gaps in knowledge that, if filled, would strengthen the work in this area?

- We need a business plan, a portion of the funding (5 million) and a building partner.
- Will the City provide land and where? What are the surrounding amenities?
- We need to expand the area we are considering acceptable – Oliver may not be possible. What are our boundaries to the West, East, North and South?
- Can we get property from the City of Edmonton? If yes where and does the location meet with the above?
- Land affordability is the main question. There is land available, but at what cost? To what extent will the City support this project in Oliver? If the City can be convinced that Oliver is the best location, then problems can be solved.

3. What needs to be decided now? What can remain flexible and wait until a later stage?

DECIDE NOW

- Identifying a site is a key part of moving forward. We have to find out where land is available and if the City can be counted on to provide land on a lease basis (99-year lease). If this possibility does not work out we need to look at what other options are available to purchase land.
- We may have to be flexible on location based on where we can secure land. However if the City of Edmonton offers almost free 99 yr lease for land in the Quarters-97 St area-this will raise lots of objections. I don't think seniors will want to live there. They will not feel safe. For me, that's a non-starter. We would not want to live there. However we need to finalize land before anything moves ahead. Financing, building design, CMHC, etc. all depend on selecting land.
- Location, land needs to be identified so that people become more interested

EPSG Housing Development Committee

Combined input on FORM OF TENURE/PARTICIPATION IN DECISION-MAKING

August 18, 2020

What are the considerations in choosing the optimal form of tenure, between rental that is externally owned and operated, a [co-operative](#) that is directed by its members (usually rental), and [co-housing](#) (privately own units; collectively planned and managed with common amenities)? Set the stage for a clear articulation of the research and thinking behind the best option.

1. What are your thoughts on the points raised in this area?

As part of your reflections, consider the **alignment** between what people expressed about the essence of this project in the first activity and what we've learned through the engagement (included below).

- We need a firm decision on what type of tenure we are aiming for now so we can go forward with a partner.
- Though rental was chosen in 2018 survey, I notice co-op or co-housing was preferred [in 2014]. Perhaps we should ask current respondents this question. Also most respondents don't understand the terms – co-housing, co-ops.
- I think that in general units will be for rental and tenure will not be decided until there is a partner(s) who will lead in the kind of tenure and governance. Our challenge will be how we ensure through the governance the notion of a GLBTQ2+ welcoming facility over time.
- Although there are a variety of tenure possibilities, it seems rental units fit best with the mixed income/affordable concept. Condos require occupants to come up with cash and mortgages (many will be able to do this as they sell their existing houses and condos), but then the project will not qualify for affordable house grants and CMHC insured mortgages (with very low interest rates and longer than commercially normal terms). I would rather pursue a fund-raising strategy whereby people with housing equity could invest in debentures in the organization and if they chose, would rent in the building. This concept needs a fulsome investigation within the topic of 'fundraising.' [connected with AFFORDABILITY]
- The question is: how does our community retain control of the building and its operation for the future? This is important because if the community donates money to create an LGBT+ seniors building, then the building must stay true to its purpose.
- This residence should be a rental, operated by a property manager and a residents' Board, according to widely accepted governance policies & procedures, established for other senior residences and for other LGBTQ2S+ residences.

- From the onset, EPSG has never sought to own and run a facility. Our goal has been to see that it gets built and have someone else run it.
- It would be wonderful to see an LGBTQ2S+ co-op and a co-housing in Edmonton but this is not EPSG priority and we must not get side-tracked on anything other than making seniors lives better so that they do not have to go back into the closet to get supports as they age.
- Co-op or co housing. If rental, ask City to manage and develop. No question – a co-op approach is the only one that is consensus based and democratic.

2. What other questions arise for you? Are there gaps in knowledge that, if filled, would strengthen the work in this area?

- Should we do more questions to respondents re tenure? There was also a % that prefer various forms of ownership. Can we combine both in a building to address the affordability issue? Note over 70% of respondents own their current housing!
- We need hard data to work with for real comparisons, i.e. co-operative housing details. The devil will be in the details and we really don't have many to use to compare.
- It seems that the survey feedback supported the rental idea, but it might not have been sufficiently canvassed. The biggest knowledge gap will be in the area of fundraising, imo.
- The question for me is the legal structure of the project: who will own the building? Who will control how the building is operated? Note the distinction between 'who will operate the building' and 'how will control how the building is operated'. Several organizations (for profit and not for profit) could undertake the daily operations of the building once built, but how do we assure that the building is operated the way we want? The question is: who is 'we'?
- Mixture? Allocation. How can different levels of tenure be built in?

3. What needs to be decided now? What can remain flexible and wait until a later stage?

DECIDE NOW

- Establish firm guiding principles for this community of seniors so that it continues to provide the type of "home" we envision today and in the future – this needs to be done now.
- Need to confirm form of tenure now.
- Who is going to be the project manager? Where is the money coming from? Who is going to operate the building?

- Co-operative living principles are crucial in this project; it should be run by us, for us.
- Respect for differences is important, e.g., governance issue.

EPSG Housing Development Committee

Combined input on TYPE OF CONSTRUCTION/STRUCTURE

August 18, 2020

What are the considerations in choosing purpose-built vs. property conversion/repurposing an existing facility or occupying a wing or floor of an existing housing facility? Set the stage for a clear articulation of the research and thinking behind the best option.

1. What are your thoughts on the points raised in this area?

As part of your reflections, consider the **alignment** between what people expressed about the essence of this project in the first activity and what we've learned through the engagement (included below).

Purpose-built or repurposed – desired features, cost comparison, available options, funders'/financiers' preference

- I would support a purpose-built community. I am not in support of occupying a wing or floor of an existing building. I think that will ghettoize the people living there. I have seen in another organization where a marginalized group of people are then segregated within a building with other seniors.
- Cost of refurbishing is significantly higher than new construction. Want this building to be modern especially with technology supports.
- Covid19 may have added location choices: existing buildings may be used and repurposed. If land becomes available maybe a purpose-build residence is the way to go...as long as the location offers access to commercial/recreational/social access and the building offers amenities appropriate to our LGBTQ2S+ seniors I don't have a preference, purpose-build or re-purposed, just sooner than later 😊
- It may be that funders/financiers prefer one type of development over another. We need more information about their preferences before making the final decision.

Purpose built

- 6-stories, interesting design.
- Energy efficient (LEED building), reflects learnings from pandemic.

Repurpose or wing

- How fast this can be accomplished?
- Cost in comparison to new build.
- Potential zoning issues.

Design – cost estimates

- The architectural estimates are only roughed out at this point. A much more detailed engineering estimate is needed to get a better estimate of the costs involved regarding the building.

Design – unit configuration options

- As we age some of us lose our health and our life partners. It's also a common reality that as physical capacity diminishes, we get out & about less often and we need less physical space to live in. Our building therefore, could offer our aging residents choice so they can move in and age in place. As 'couples become singles' studio/bachelor apartments may be more appropriate than a 1-2 bedroom. I would like to see our building offer: studio/ 1-bedroom, and 2 bedroom units.

2. What other questions arise for you? Are there gaps in knowledge that, if filled, would strengthen the work in this area?

Economic considerations – size, retrofitting, hard data for comparison

- Is this building feasible based on 50 units? Do we need to look at a larger structure to make it economically sustainable? That is a question that has come up.
- Would a retrofit be more or less \$\$\$. Could it supply more or less of the amenities we want? Would it be in the location we want?
- We need hard data to work with for real comparisons, i.e. checking out places to renovate, and costs related. The devil will be in the details and we really don't have many to use to compare.
- Concrete construction is preferred even though it is more expensive than wood/stucco. Concrete is more sound proof, safer with fire threats.

Pandemic implications for construction

- Studies that come out of current pandemic regarding building construction need to be taken into account.
- I believe a smaller project is more achievable, and easier to demonstrate principles.

3. What needs to be decided now? What can remain flexible and wait until a later stage?

DECIDE NOW

- First priority is to find partners in a joint venture.
- This area requires refinement and more specificity.

- Continue on the path to build our LGBTQ2S+ building. If other providers create wings in their facilities that is a good thing. There will be more and more LGBTQ2S+ seniors.
- New or retro fit? How many units??
- Review potential support from CMHC.

EPSG Housing Development Committee

Combined input on AMENITIES/DESIGN

August 18, 2020

To enable people to “age in place” with a sense of community, which are the most critical amenities and design features? Which amenities need to be determined at this stage? Which are part of a later stage of detailed design?

1. What are your thoughts on the points raised in this area?

As part of your reflections, consider the **alignment** between what people expressed about the essence of this project in the first activity and what we’ve learned through the engagement (included below).

Choose amenities and design features that are conducive to building community

- Social is expensive but make or break a place. Amenities and design need to reflect how we build and encourage community.
- It is true that enhanced amenity space will increase the cost of the building. However, good amenities will make the building attractive and increase the quality of life for residents and create benefits for the LGBT+ community.
- Communal areas include gathering large and smaller spaces, including a courtyard, café, and movie theatre.
- Need to think of multi-purpose. A stand-alone movie theatre is out of the question, but if the café could be configured to watch movies in, it might be feasible.
- Provide space for community organizations; could be used to generate revenue.
- We’ve heard various opinions about mixed use buildings. We should not dismiss the possibilities too quickly.
- Most community orgs are looking for free or minimal cost spaces. Very unlikely that that this would lead to revenue generation sufficient to cover the cost of those spaces.

Make choices that anticipate future needs and allow flexibility

- Plan for the future. Build the facility with flexibility in mind.
- The building needs to be a ‘smart building,’ taking advantage of modern technology for anticipated needs, e.g., keyless entry.

- Provide apartment kitchens and a common kitchen. Build in features for fire safety.
- Does common kitchen mean a kitchen that residents could use outside their suite? What would this be for? Rather, we will need space for a future commercial kitchen so that as 'aging in place' becomes more important, we can provide food service for residents.
- Definitely build in (or allow for installation of) safety options, stove guard etc. Examine the need/cost of a communal kitchen with a critical eye. As a stand-alone, it would probably be an expensive seldom used facility. However, if a multi-purpose room were to have a counter along one wall, with a sink and a stove, this might serve the same use at a much lower cost.
- Include some larger spaces and some smaller spaces, with sliding walls vs. activity-specific, purpose-built spaces.
- Flexible common space allows different uses in one place (i.e., movie room or meeting place they are the same thing). Movable walls in common areas could help to divide spaces into smaller areas if needed.
- No purpose-built common spaces. All should be designed for multiple use and scale via dividers/ sliding walls.
- Create flexible design space in units, e.g., ability to move/slide walls around as needs change ... Would this be practical? Expensive.

Create an attractive design that feels like home, not an institution

- Attractive and beautiful design; creative architectural design.
- Although many suites will be modest square footage, I wonder if the window could be large, in order to maximize the light in the suites? Could this be a 'glassy' building, similar to many new condos being built downtown?
- Think outside box, not like a hospital/institutional space, not clinical. A place that looks like home.

Build in features that promote/maintain health

- Is this intended to encourage/enable a healthy 'lifestyle'? i.e., treadmills to encourage safe walking in the winter?
- Include a pool / exercise area for therapy and fitness/wellness 🙌 [agreed with exercise area] ... Pools are expensive to build and an ongoing maintenance expense that are not well used. They are an ongoing expensive commitment ... Pool not needed; there are lots of pools in Edmonton ... No pool, minimal exercise equipment, issues of liability, insurance and maintenance.
- Build in capacity for a medic alert service, e.g., speakers in each unit.

Confirm shared amenities

- Resolve issue of having a commercial kitchen, i.e. kitchen to serve the future needs of residents who aren't cooking for themselves and for community events.
- Space for it is important, even if not fully built and operational in the beginning.

- Rental suites for guests ... Concern in terms of cost; would be non-revenue for the majority of the time.

Build “pod” concept into design

- Look into the “pod” idea for design, i.e., area within a building where a group of people have a shared living area – share kitchen, shared lounge - with private bedrooms) ... The building might not be large enough to warrant this ... Not in agreement.
- Provide gathering places on each floor, i.e. lounge area, “bumping into” spaces. 👍
- My experience is that in senior’s building with gathering spots on each floor, these are rarely used, most wanting to gather use the “main floor” facilities.
- From my experience of the various places where seniors live, this can be critically important.

Consider cost implications of desirable amenities

- All the points that were raised I mostly agree with in principle. We are ‘wanting it all’ since we have no markers for actual cost and square footage. Getting professional opinions on the design is key to deciding what decisions are priority.
- Money is the big question for me- budget and finances will be the most important factor that dictates how we proceed with all our wants.
- Costs of amenities, e.g., are balconies good value?
- A balcony may be a more justified expense [vs. a pool]. It allows people to enjoy the outdoors when they want privacy. I don’t believe the arguments saying Edmonton’s summer is too short or rainy for a balcony. A suite without a balcony is like a cell.
- If building has access to green space, are individual balconies necessary?
- Balconies have limited seasonal use in the climate and encourage “private use” rather than gathering. Better to spend money on common use areas.
- Environment that evolves with technology changes and lifestyle preferences.

Assess impact of COVID on design

- Does COVID impact design? Do we think ahead to other potential pandemics??
- Balconies were pretty useful for many people during isolation.
- Using flexible design may help address future need.
- In any potential pandemic, the first things to be closed down would be common use areas. Kitchens, lounges, patios etc.

Future planning

- A lot of the amenities will need to be added later on, following more research.
- Anything not built in as original is generally much more expensive to add in at a later date.

Desired amenities/design features

- Privacy, pets and lighting are very important amenities.
- I want my privacy and the option to mingle sometimes.
- Pets are great and I would like to see livestock living in designated areas instead of everywhere.
- Lighting should be large and natural.
- About one third reported a chronic medical condition. Important consideration for planning. The design of the whole place needs to be done with accessibility in mind and for increased care as needed.

2. What other questions arise for you? Are there gaps in knowledge that, if filled, would strengthen the work in this area?

To what extent are specific amenities used in other facilities? Which amenities effectively support community?

- Research experience in existing seniors' housing regarding use of amenities, e.g., exercise room, café?

What amenities are essential? What are negotiable?

- We need a list of which amenities are not negotiable and which are negotiable ... This seems like a useful way to look at it, but we will never raise enough money for negotiable items, so I would rather view it as designing the appropriate building, period.
- What 'security services' would people want? Gated community? Locked doors? ... These are standard in most apartments, Security is a must.

What are the costs? What is affordable, based on rent people want to pay?

- I don't think we have really accurate data on what people truly should pay to live here... it is more likely guided by the costs in other places, for affordable (subsidized) and market value units. We expect to have both affordable and market value units. In order to fill the market value units, the building and amenities have to be very nice.
- Cost these amenities individually; create a basket of choices.
- Based on costing, how much can we afford vis a vis the amount of 'rent' people want to pay?
- My current experience is that seniors want amenities and do comparisons across residences with the amenities in mind.

Impact of COVID on design

- What do we need to know, emerging from the pandemic, that will inform design choices?
- COVID impact design is very important. Pandemics will recur in time.

Work with people with expertise in design

- Professional designers are needed, people who have experience building for seniors who want to age in place. Design features appropriate for our aging population will need to be decided by experts. How do we work with design teams?
- How can we incorporate innovation into our design? What alternatives can be incorporated so as not to duplicate current models?

Amenities in close proximity

- What are the surrounding community amenities? [overlaps with LOCATION]
- Available community amenities will change over time, but we can hope for is centrally located (as opposed to the outskirts) where access to public transportation is likely to remain available.

3. What needs to be decided now? What can remain flexible and wait until a later stage?**DECIDE NOW**

- Design is a now question.

Hire a project manager

- What partners do we engage that match our values (consultants? funders? Project manager). Who is our project manager?
- We need as a priority to engage a project manager. We are at the point where we must have an experienced project manager take the lead.
- Need to decide who will be running the facility in the future. ESPG might act as an advisory committee to that entity, but my worst case nightmare would be for ESPG to be running it.
- This is information that would be decided on at the time we have partner(s) to consult with. We have a list of amenities that the group has decided on in the absence of cost considerations. It's more like a Blue Sky list.

Build design features in at the beginning

- Some of the physical needs will have to come up in the design and building stage, not add-ons later, so we need to identify them now. Anything that would be expensive to retrofit later needs to be decided upon now, e.g., smart technology options ... Our designer/design should take care of this issue.
- Retro fitting is not ideal.
- How the building is designed will affect how to best address the changing needs of the people living there. Movable walls, robotics and smart technology must be

built in. Certain changes can be addressed and adapted to over time but if the building has to have major renos whenever a change is necessary, it will diminish the efficiency of the project.

- Square footage of units needs to be decided now; otherwise, how do we design the space?
- What does our budget allow for? Who will be in charge of finances? These are now decisions.

DECIDE LATER

- Colours can wait until much later.
- Who will be hired to fill key positions, e.g. finances, builder, design?

EPSC Housing Development Committee

Combined input on SUPPORT

August 18, 2020

To enable people to “age in place,” what is the range of support needs for which this housing project should be designed?

1. What are your thoughts on the points raised in this area?

As part of your reflections, consider the **alignment** between what people expressed about the essence of this project in the first activity and what we’ve learned through the engagement (included below).

Consider support needs of seniors generally and needs of seniors in the LGBTQ2S+ community

- Two sets of requirements: generic/every senior group & for our own specific LGBTQ community. This is both a seniors’ question and an LGBTQ question; it has to be both.
- Regardless of sexuality it needs to be a safe, respectful, and caring community.

Provide supports so that residents can age-in-place

- Our group agrees that this building will provide supports so that residents can age in place; the actual supports will be determined by the needs of residents and will change as the needs change. Aging in place leaves the choice up to the resident.
- I think we will have to be flexible with the range of physical needs that individuals may require and look to other facilities who are already accommodating seniors. Our facility is most unique in the sense that the aging lgbtq2s+ senior will be protected and honoured so mental health supports will be built in.
- I think we will need to develop a criteria of conditions/situations which would determine that a resident was no longer eligible for residency and that, for transparency, this would need to be shared with potential residents prior to moving in.
- Example of supports available: “Cleaning in the corners” - Need support for maintaining clean living spaces ... Common areas for sure but not individuals’ units. Residents could

choose to hire this service externally or from a fellow resident if they desired. It should not be included in rent as needs may vary.

- Dementia/behavioural issues may require ‘interventions’ and their future residence location may have to be re-thought. Need upfront criteria ... This is extremely delicate but also extremely important.

Build in supports that create community

- Create a community within the building.
- Come up with a list of limitations that could affect residents.
- Our designer/designs should be able to address this topic.

Sources of support

- Home care will provide supports, the continuum of care will be realized by residents; emergency response options need to be addressed.
- Offering independent apartments with assistance for daily living/home care.
- Residents would benefit from neighbourly ‘supports’ ... Love it, true community!

2. What other questions arise for you? Are there **gaps in knowledge that, if filled, would strengthen the work in this area?**

- Did the surveys provide guidance on what supports people want? ... This has been discussed previously, but may not have been well articulated.
- Governance issues need to be contemplated and articulated ... Governance issues should/could be left until just before ‘occupancy’ and handled by the building’s management company.
- Determine decision-making process that would be used by residents about the type/amount of supports that are made available to residents. Issues will emerge and it will be a dynamic, ever-changing for residents. Aging population may choose a pooled model for supports in the future.
- Supports needed are generally determined by the resident, their family and AHS. This is not an operational issue. If it is determined that the needs are changing and there is an economic ramification, what if residents can’t afford it?
- How do we deal with people who become aggressive do to the aging process? Who determines when someone needs to find other accommodation?
- What is the role of a residents’ committee? What is their authority?

3. What needs to be decided now? What can remain **flexible and wait until a later stage?**

CLARIFY NOW

- Need to define the boundary between this facility and long-term care ... This point needs to be clarified up front so when we approach partners we can be definite about what we want. It will affect our construction costs.
- Long-term care was never an option discussed. There is, however, a need for a discussion about levels of care. The model discussed is one of independent living, with the potential to be assisted living if required. LTC is just a current model that does not work. Aging in place is not the same as long-term care.
- This is not a facility. It is to be a seniors' residence that provides for residents to age in place.
- I would rather think of it as creating the description of 'aging in place' and working towards the application of the concept in our building.

DECIDE LATER

- A residents' committee will be required; membership will change from time to time. Advisory structures could be created.
- Scope/authority of these structures should be generally thought out well in advance.
- Governance issues should/could be left until just before 'occupancy' and handled by the building's management company.

EPSG Housing Development Committee Combined input on AFFORDABILITY

August 18, 2020

What impact will choices in amenities, design, supports, form of tenure, type of construction (purpose built or property conversion), and location have on cost? What are the implications for the income required to live in this housing development?

1. What are your thoughts on the points raised in this area?

As part of your reflections, consider the **alignment** between what people expressed about the essence of this project and what we've learned through the engagement (included below).

What are the income considerations?

- If the financial future is changing for people, their willingness to invest in development may have changed. Lower our expectations in this area.
- Do not use income from "rental income to subsidize costs." It can't be counted on. You are trying to predict the future and basing your projected income on the prediction.
- There were significant affordability issues: 60% can afford less than \$1400/mo. However 40% can afford \$1400+.
- If serving those below poverty level, \$28,000 per year, single \$500 to \$550 rent is maximum feasible. City of Edmonton would be best manager to ensure rent subsidy lasts!!
- Subsidies may or may not exist during the time this project operates; from beginning to the end of this building's lifespan, government programs around subsidies will change. We cannot assume subsidies will be available nor can we assume the amounts of subsidies that exist.
- How can different levels of affordability be built in? ... Assuming that it is rental, will need to include market rental rates and low income rental rates. Although I think this an issue that is not imminent, am quite sure it will not be overwhelming as there are already numerous senior housing facilities that have both rental regimes. Much can be learned from existing programs and facilities.
- It seems that the 2020 survey included strong responses in favour of this being an affordable project. Hence the use of the phrase: 'mixed income.'

Cost implications of amenities and design – What makes the building appealing for people to want to live there?

- It is important to figure out what amenities, design, etc. are needed and what are wishes. These types of decisions will impact marketability and who you attract to the building. From the start, this was intended to be a unique project, skimping on design, location and amenities will impact the integrity of the project.

- We can meet the diverse needs of residents for space, based on mixed income amounts, by offering several unit models. For low income singles: a studio, for couples; 1 bedroom. For moderate income singles: 1 bedroom for couples: 1 bedroom & den; for higher income singles: 1 bedroom and couples: 2 bedroom & 2 baths...etc. Having a variety of units to offer will allow the management company to accommodate the needs of a wider variety of future residents.
- Given that we want the building to be affordable, 'rent' needs to be kept at a minimum.
- Residents can be offered current and relevant local service/product information as they need it, rather than expecting the 'rent amount to include service/product' support. This 'service' would be part of what the building offers residents. This service could be run by the property management company and/or a residents' committee or by paid talent.
- I think that we decided on what we want...concrete 50 unit mixed income building in Oliver or The Quarters and begin the fundraising. We can arrange our donations so that our funding can be self-sustaining. For example a campaign for the community to contribute to our RRSP program where we use the money for the build. Another example is to have a campaign so that bequeaths can be donated upon death.
- Our LGBTQ2S community spans homeless persons to the top 1%. It is lovable, utopian, but a bit unrealistic to assume one building will suit all.
- Model for the Future (Sample only): Contract an architect like Percy Wickman's son. He designs grass roof, highly ecological structures, small with twelve to fifteen suites of 300 to 600 sq ft. In an inner city neighbourhood that needs infill. Near pool, restaurant, LRT, and community kitchen. Universal design principles, co-op principles "almost Forever Home," hard surface floors. Adaptable suites. Minimalist design principles.
- Support City-owned subsidized facilities. Section in SAGE Housing Guide reviewing existing projects and giving concrete awards and \$ to suitable sites.
- Take on the vast middle class: As seniors age, the majority stay in their home until not manageable. Then they spend their accumulated resources in rental units that drain their life savings. As they age and their savings dwindle, they want less space, easier to maintain and clean, shared kitchens instead of exploitive restaurants. One could attempt to satisfy this huge market.
- Of the survey respondents stating income, how many of those are an accurate picture of their post-retirement income.

Annual Income	= Monthly Income	30% Monthly Income = Rent of
20,400.00	1,700.00	510.00
40,800.00	3,400.00	1,020.00
55,200.00	4,600.00	1,380.00

	72,000.00	6,000.00	1,800.00
	112,800.00	9,400.00	2,820.00

2. What other questions arise for you? Are there gaps in knowledge that, if filled, would strengthen the work in this area?

Access external expertise re: cost analysis, number of units, subsidies, and funder expectations

- The points under “Confirm affordability/Subsidy” are very important and need addressing by a partner who can investigate these subsidies. Only someone who is involved in “not-for-profit senior housing” can really address these questions based on experience.
- I don’t believe our group has the background to tackle these questions. It is a complex problem that requires knowledge of construction costs/government programs/financial partners
- We need a good partner that has a strong background in not-for-profit housing to move forward.
- We need an expert to do the analysis of rents showing how many units can be subsidized (25% I believe is max subsidy) and what the remaining rents would have to be given building costs to make this housing project economically feasible (hyperlink to [Feasibility Study](#) for cost analysis conducted to date).
- How many suites are needed to operate this type of project? I think 50 suites is too low. We may want to look at 75 to 100 suites to generate enough income to run it well.
- We need more information from the city and other partners such as the City and CMHC as to their requirements as to what percentage of the units need to go to subsidized living.
- How much of a subsidy would be required to broaden the target group of LGBTQ+ residents? What stable subsidies are available, from where, how stable is that considered to be, what would be the available subsidy per resident/unit/square foot of occupancy?
- Based on costing, how much can we afford vis a vis the amount of ‘rent’ people want to pay? What are must haves and what are wish list items ...Including location amenities and design?

Determine realistic revenue from income

- Our survey asked for current income of a range of people, many of whom were still employed. We should rather be interested in what they expect their income to be in the future when they are ready to move in. My experience is that many pre-retirement seniors simply have not considered it or have unrealistic expectations, leading to a very nasty surprise down the road.

- Note: the income levels of the 2014 survey respondents was MUCH higher than our survey respondents. Another issue is that Lynn says people tend to lowball what they can afford. They don't take into consideration the equity in their house (70% owned their own house). So the reality is that perhaps respondents can afford higher than they reported.

3. What needs to be decided now? What can remain flexible and wait until a later stage?

DECIDE NOW

Identify a partner/consultant

- Deciding on a partner is the first step. The partner will co-ordinate the issues that need addressing in the right order. I know this sounds like a cop-out but from the discussions we have had with potential partners at this point, the building design/construction costs/care issues/amenities/financing/income, are all interwoven. All we can do is say to the expert "This is what we hope to design" and they are going to help us achieve it or some reasonably acceptable compromise.

Review subsidies

- It would be useful to have a review of the types of subsidies that have existed in the recent past and what exists today. It would also be useful to know if 'we' could lobby an organization the government (all levels) for future subsidies. It would also be useful to understand if subsidies were available to other LGBTQ2S+ building residents, we could use this model for future advocacy.
- These reviews could be completed by: EPSG/HDC committee? by December 31, 2020.
- Rents and subsidies available need to be determined now once we have finalized building costs. Not sure if anything can be flexible around this issue. Subsidies come from City of Edmonton.
- The affordable housing rules set by the City and CMHC need to be known now.

Calculate costs

- We need to decide what the total cost of the project will be (including all planned amenities), and what that translates into as cost per square foot of unit and, depending on configuration, monthly unit rental for each style of configuration. Without that basic information to determine viability, we can circle around the many questions for years and still not come to a go/no go decision.
- Determine the size of building and necessary amenities to maintain the integrity of the project and wish list items.
- Two other issues

- Suite for homeless youth has a cost. What is that cost. Need to vote on this.
- Guest suite also has a cost. It will to rents for everyone. Is it feasible? Requires vote. Would have to set daily rent to cover costs.
- Fundraising and financing need to be explored now.

Appendix D

EPSC – Housing Development Committee



Recommendation for action, Rationale, How, and When - WHO

“Decide now” focus

Confirm the market segment we are targeting: LGBTQ2S+ seniors and allies – mixed income – culturally diverse – and how populations not yet represented will be engaged in the planning process.

Recommendation
Concrete “deliverable”. Please be as clear and concise as you can be.
This residence will appeal to: senior singles/couples of Edmonton’s LGBTQ2S+, and their friends and allies, who are interested in becoming a community member of this affirming and culturally diverse population, this ‘home’ will be accessible to a mixed-income population.
Rationale
Based on data and input in the summary for this topic, what is the evidence that supports going in this direction?
Our research, conducted over the past 6 years, has revealed a strong need, confirmed by quantitative data indicating a strong demand for this housing project.
How
What steps are needed? Who is in the best position to carry out this action, e.g., HDC, specific working group of HDC, outside consultant? What resources will we need?
We must connect with ethnocultural and First Nation groups in Edmonton and promote this project to and with them in mind.
We need an external consultant to manage this process. The committee’s role will provide oversight to make sure the project is in sync with our planning principles.
When
Estimated timeline
Project promotion to our intended target audience, will begin after residence specifics have been determined, i.e.,
Branding, name of building, by December 31, 2020.

Location, type of structure, business plan, funding and financing plan by June 30, 2021.

EPSG – Housing Development Committee

**Recommendation for action, Rationale, How, and When -
LOCATION**



“Decide now” focus:

Confirm geographic boundaries and essential criteria for location [may need to adjust neighbourhood choice, depending on available and affordable options].

Recommendation
Concrete “deliverable”. Please be as clear and concise as you can be.
Set boundaries north, south, east west and look for land within that territory such as Westmount, West Jasper Place to the west; as far south as 23 Ave; to the north: 137 Ave; east: Highlands and Bonnie Doon.
Rationale
Based on data and input in the summary for this topic, what is the evidence that supports going in this direction?
Don’t want to limit ourselves to narrowly as we might miss locations that could work, be better value and be successful. Not easy to eliminate suburbia: cannot assume that people want to live downtown; Alternate view: data was that people did want easy access to amenities and a central location.
How
What steps are needed? Who is in the best position to carry out this action, e.g., HDC, specific working group of HDC, outside consultant? What resources will we need?
Define the boundaries; develop list of criteria (amenities that we want). A project manager to identify what land is available; what amenities are nearby; what is it like at night.
When
Estimated timeline
When partner comes on board.

EPSC – Housing Development Committee



**Recommendation for action, Rationale, How, and When -
FORM OF TENURE / PARTICIPATION IN DECISION MAKING**

“Decide now” focus:

Confirm the tenure model that fits with the target market and allows residents to actively participate in decision-making: Rental (non-profit) – Rental (co-operative) – Co-housing (private ownership with communal space) – or a mixture.

Recommendation
Concrete “deliverable”. Please be as clear and concise as you can be.
<ul style="list-style-type: none"> ▪ That more details be developed around “rental”. ▪ That the building be owned by a non-profit. ▪ That guiding principles be developed by HDC before any contracts are signed. ▪ That the building be built by a partner/developer to be selected. ▪ That the building operations be guided by a residents’ association. ▪ That the building be operated by a professional property management firm.
Rationale
Based on data and input in the summary for this topic, what is the evidence that supports going in this direction?
<ul style="list-style-type: none"> ▪ Simpler model. ▪ Less risk. ▪ More feasible to deliver on within a reasonable time.
How
What steps are needed? Who is in the best position to carry out this action, e.g., HDC, specific working group of HDC, outside consultant? What resources will we need?
<ol style="list-style-type: none"> 1. More details on “rental” options by the HDC Partnerships/Ownership group. 2. Set up an HDC committee to develop mission/vision/values, guiding principles and a governance structure for decision making. (Continue using RED/YELLOW/GREEN system)
When

Estimated timeline

EPSG – Housing Development Committee



**Recommendation for action, Rationale, How, and When -
TYPE OF CONSTRUCTION / STRUCTURE**

“Decide now” focus:

Determine the preferred type of construction/structure for this housing project: New construction, renovation or shared space in existing seniors’ housing [may need to make some adjustments influenced by research on viable options related to availability, cost, and revenue].

Recommendation	
Concrete “deliverable”. Please be as clear and concise as you can be.	
<ul style="list-style-type: none"> • That the construction be new concrete construction / purpose-built. • That there be 50+ units. • That it support mixed income. • That there be a mixture of types of units (e.g. 1-bedroom, 2-bedroom, ...). • That the technology in the building be current. 	<ul style="list-style-type: none"> • That the building be green, LEED(?), and energy efficient. • That the building incorporate any COVID pandemic learnings. • That the units support flexible configuration to allow aging-in-place.
Rationale	
Based on data and input in the summary for this topic, what is the evidence that supports going in this direction?	
<ul style="list-style-type: none"> • The building should be state-of-the-art (within budget!) because it maximizes resident health, well-being, and safety. • The 50+ units is consistent with the architectural report • Mixed-income support maximum market catchment and diversity. 	
How	
What steps are needed? Who is in the best position to carry out this action, e.g., HDC, specific working group of HDC, outside consultant? What resources will we need?	
<ol style="list-style-type: none"> 1. That everyone in the HDC be brought up to speed on project work-to-date to ensure that everyone has a common baseline understanding. 2. We have the two architectural options as a base for discussions. 3. Circulate to the HDC to confirm whether or not more options need to be developed based on the recommendations from all the topics. 4. That all recommendations across all topics be prioritized by HDC and that they be actioned in accordance with available resources and within budget. 	
When	
Estimated timeline	
<ul style="list-style-type: none"> ▪ Immediately 	

EPSG – Housing Development Committee



**Recommendation for action, Rationale, How, and When –
AMENITIES/DESIGN**

“Decide now” focus:

Determine priority amenities and design features for the housing project that allow people to age in place [may need to adjust what is feasible after costs have been calculated].

Recommendation	
Concrete “deliverable”. Please be as clear and concise as you can be.	
<ol style="list-style-type: none"> 1. Multi-purpose room(s) Flexible space – Larger and smaller meeting room. 2. Accessible to people with mobility issues. 3. Functionally designed to adapt to changing physical needs. 4. Smart, tech ready building. 5. Kitchens in each suite and one larger kitchen for congregate use. 	<ol style="list-style-type: none"> 6. Secure building. 7. Coffee room 8. Green/Outdoor space – street level, roof top? 9. Underground parking. 10. Balconies – Individual/congregate. 11. Windows that open. 12. Energy efficient/ green.
Rationale	
Based on data and input in the summary for this topic, what is the evidence that supports going in this direction?	
<ol style="list-style-type: none"> 1. Create a sense of community 2. Provides ease of aging in place 3. Wellness – emotional or physical 4. Social connection 5. Security 6. Sustainable, low energy use = lower cost to run 	
How	
What steps are needed? Who is in the best position to carry out this action, e.g., HDC, specific working group of HDC, outside consultant? What resources will we need?	
<ul style="list-style-type: none"> • Develop a prospectus. • Engage a professional. • Identify a consultant to determine design and cost. 	
When	
Estimated timeline	
<ul style="list-style-type: none"> • Soon (before anything else). 	



EPSG – Housing Development Committee

Recommendation for action, Rationale, How, and When - SUPPORT

“Decide now” focus:

Confirm support model for the housing project that allows people to age in place.

Recommendation
Concrete “deliverable”. Please be as clear and concise as you can be.
<p>Our building will utilize Universal Design (doorway widths, handrails, non-slip floors, for our senior residences. Local senior service information will also be provided, ie. the building could appoint a ‘resource navigator/officer’; home care and assist support information will be available, as needed by residents.</p> <p>We’ll commit to a process of identifying/providing home care services as needed.</p> <p>Quick-health care services, provided by a RNA, will be available. Onsite emergency services, through AHS will be available.</p>
Rationale
Based on data and input in the summary for this topic, what is the evidence that supports going in this direction?
<p>We make a basic level of support available, provided by AHS on a site-pooled basis.</p> <p>Our surveyed population suggest 50% reported living with one or more chronic health issues.</p> <p>As we age, our need for health services will increase and will be tended to within the residence.</p>
How
What steps are needed? Who is in the best position to carry out this action, e.g., HDC, specific working group of HDC, outside consultant? What resources will we need?
<p>We need information about what is currently available, we’ll learn about the range of services available, i.e. consult with Laurie W.</p> <p>Our partners, project manager, and a review of our competitors’ available supports, will identify the ‘supports’ to be included in our building.</p>
When
Estimated timeline
Not needed now; supports will be addressed once a partner and Project Manager is identified.

We will consult with AHS to identify potential basic home-care services/supports, by December 31, 2020.



EPSG – Housing Development Committee

Recommendation for action, Rationale, How, and When – AFFORDABILITY

“Decide now” focus:

Confirm strategy to determine the revenue required through rent and fundraising [based on building costs], and, if mixed income, the required and available subsidies.

Recommendation
Concrete “deliverable”. Please be as clear and concise as you can be.
<ul style="list-style-type: none"> • Hire a person to create a more detailed prospectus that would lead to a business plan, do the needed research, help us to answer the big questions. Needed to access CMHC seed money. • Need to hire project manager and consultant. • Can we get land from the city (100-year lease?) • Explore the option of acquiring an existing building or building in development. • Research public money. Investigate mortgages and bank loans. Private investors. • Explore affordability of the target market, subsidies available (mixed income). • What are the requirements (size etc.) for social housing (mixed income)? • How many suites do we need to have to be viable, economy of scale?
Rationale
Based on data and input in the summary for this topic, what is the evidence that supports going in this direction?
<ul style="list-style-type: none"> • Needs to be affordable for mixed income tenants • Supports a sense of community • We need to determine what we can reasonably afford to do, which amenities can we afford. • Exploiting all available public funds • To see the shovels hit the ground
How
What steps are needed? Who is in the best position to carry out this action, e.g., HDC, specific working group of HDC, outside consultant? What resources will we need?
<ul style="list-style-type: none"> • Hire a professional to get this work done. • Reorganize EPSG around the work to oversee the ongoing work.
When

Estimated timeline
<ul style="list-style-type: none">• CMHC money by October.• Hire a professional to lead work by Jan/ Feb 2021.• Reorganize EPSG to manage the professional Jan/ Feb 2021.