Age-Friendly Action Plan

2024 – 2027
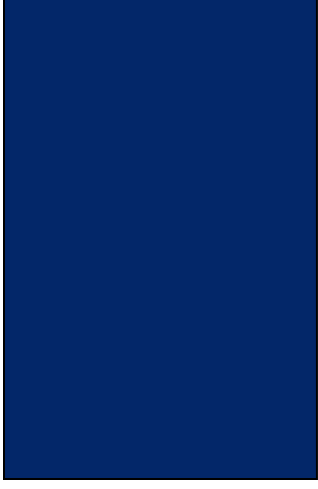
Espanola

Ontario

Acknowledgments

I extend heartfelt gratitude to the individuals and organizations whose dedicated contributions and collaborative spirit have played a pivotal role in shaping the Age-Friendly Assessment and Action Plan for the Town of Espanola.

I wish to recognize the wholehearted participation of community members who actively engaged in focus group sessions, stakeholder interviews, and provided valuable feedback through the community survey.

A special acknowledgment goes to the Town's staff, whose insights and unwavering commitment have proven invaluable throughout the information gathering process and in framing action items. I express sincere thanks to Louisa Orford for her exceptional leadership and guidance in steering this initiative. Further appreciation is extended to the Project Team, including Traci Denault-Roque, Cori Duplessis, and Brittany Cormier.

This Action Plan stands as a testament to the collective dedication to understanding the community's needs, interests, and priorities. I eagerly anticipate the realization of an Age-Friendly Espanola.

Sincerely,

Kim Goodman
K.A. Community Consulting

Contents

Introduction

This Age-Friendly Action Plan is a roadmap for Espanola to flourish as a welcoming and inclusive community for residents of all ages. Developed in response to the comprehensive Age-Friendly Assessment presented to Council in February 2024, this plan addresses key needs, opportunities, and challenges identified through extensive community engagement.

The Assessment served as a valuable foundation, summarizing information and data gathered during the first phase of the Age-Friendly Community Planning process. This data, encompassing a project description, community profile, information gathering details, and key findings, has informed the targeted recommendations outlined in this Action Plan.

Why This Matters
- By proactively addressing the needs of our aging population, Espanola can ensure it remains a desirable place to live, work, and age in place.
- This plan strengthens existing assets, minimizes potential challenges, and capitalizes on opportunities to create a vibrant community for all.

About Age-Friendly Community Planning

On a global scale, a discernible demographic shift is evident, with the population aged 60 and above growing at a rate surpassing that of any other age group. This transformative trend underscores the pressing need for municipalities to proactively prepare for evolving needs in terms of facilities, programs, services, and amenities. It has become increasingly imperative for communities to actively support their aging population, facilitating the maintenance of active and healthy lifestyles and promoting comfortable aging in place.

In 2007, recognizing this global demographic shift, the World Health Organization (WHO) introduced the Global Age-friendly Cities Guide. This guide not only delineated the characteristics of an age-friendly city but also furnished a structured framework for communities

Age-Friendly Community Dimensions: Open Spaces and Public Buildings, Transportation, Housing, Respect and Social Inclusion, Social Participation, Communications and Information, Civic Participation and Employment, Community Support and Health Services

aspiring to become 'age-friendly.' An age-friendly community, as outlined by the WHO, acknowledges the diverse capabilities and resources among older individuals. It actively anticipates and responds to age-related needs, respects the decisions and lifestyle choices of the elderly, safeguards the vulnerable, and fosters the inclusion of seniors in all facets of community life. This initiative signifies a noteworthy stride towards creating communities that comprehensively cater to the well-being and fulfillment of their aging residents.

Local Context

In developing an Age Friendly Community Plan, the Town of Espanola is demonstrating its commitment to look through an age-friendly lens and make informed decisions regarding all aspects of the community such as access to programs and services or inclusive design of public spaces. This is especially significant when you consider that 2021 Census data shows that 25% of the Town's population is 65+, and those age 50-64 account for another 18% of the demographic make up.

Project Description

Recognizing that planning for older adults is a local priority, the Town wanted to create an Age-Friendly Community Plan to guide its actions. The goal is to complete an Age Friendly Assessment, and an Age Friendly Action Plan for the 2023 – 2027 timeframe. The scope is intended to focus on the Town, but to also recognize the role that it plays in serving seniors across the broader LaCloche and Manitoulin regions.

Project Committee

A project committee has been established as part of the planning process. The role of this team is to help provide general guidance and oversight to the project. This team acts as a liaison between the consultant and community stakeholders, offer quality assurance and support project goals so that timelines are met for a successful outcome. This group meets in-person when possible, and connects virtually as necessary.

Members include:
- Louisa Orford, Economic Development Officer, Town of Espanola
- Traci Denault-Roque, Deputy Clerk, Town of Espanola
- Cori Duplessis, Supervisor of Community and Recreation, Town of Espanola
- Brittany Cormier, Assistant Librarian, Espanola Public Library

Process

The Age Friendly Community Planning Process includes two phases:

Phase 1: Age-Friendly Community Assessment

The purpose of this phase is to measure the current state of 'Age Friendliness' within the Town of Espanola. It reviews each of the eight community dimensions and includes the study of several strategic guiding documents and policies, assessing facilities, and engaging the community through stakeholder interviews, focus group sessions and via a community survey. This will inform needs, interests, priorities, and opportunities. These findings will be presented to Council mid-way through the project.

Phase 2: Age-Friendly Action Plan

The project will wrap up with the drafting of an Age-Friendly Action Plan. The final plan will include a series of actions that are prioritized, accompanying recommendations to support implementation; tools for monitoring and evaluation; and, an accompanying Communications and Marketing Strategy. The final plan will be presented to Council in March 2024 for adoption.

Mission, Vision, and Values

Mission Statement

To create a vibrant rural community where older adults thrive with independence, dignity, and a strong sense of belonging.

Vision Statement

We envision a future where Espanola is a model for age-friendly living. Our community will be a place where older adults are empowered to participate fully in all aspects of life, feeling respected, valued, and connected to their neighbors and surroundings.

Values Statement

These core values will guide the implementation of the Age-Friendly Action Plan:

Respect We value the unique contributions and experiences of older adults, treating them with dignity and understanding.

Independence We support initiatives that empower older adults to maintain their autonomy and live fulfilling lives.

Social Inclusion We foster strong social connections and promote opportunities for residents to actively engage with their community.

Active Living We encourage healthy lifestyles and provide accessible resources that support the physical and mental well-being of older adults.

Accessibility We strive to create a barrier-free environment that allows everyone to navigate their surroundings safely and easily.

Well-being We prioritize initiatives that address the holistic needs of older adults, encompassing physical, mental, emotional, and social health.

Engagement We value meaningful connections and opportunities for involvement within the community, fostering a sense of belonging and purpose for older adults.

Safety We prioritize the well-being of our community by creating a secure environment that offers peace of mind and a sense of security for all.

Comfort We create a welcoming atmosphere that enhances the overall living experience of older adults, ensuring they feel comfortable and at home in their community.

Rural Character We are committed to preserving the unique charm and character of our rural surroundings, while also ensuring our community remains accessible and responsive to the needs of everyone.

In alignment with these values, we are dedicated to collaboratively developing and implementing initiatives that enhance the age-friendliness of our community, fostering a sense of belonging, purpose, and well-being for people of all ages. Together, we can build a stronger, more inclusive, and resilient community for generations to come.

Recommendations

This section outlines the specific recommendations that will guide Espanola's efforts in creating a more age-friendly community over the next four years (2024-2027). These recommendations are organized according to the eight core domains identified by the World Health Organization (WHO) for fostering an age-friendly environment.

Within each domain, there is a breakdown of actionable steps designed to support older adults in the community. These recommendations address a variety of needs, encompassing physical and mental health, social engagement, and access to essential services.

Through a collaborative effort with residents, stakeholders, and community organizations, these 77 recommendations and corresponding actions can make a real difference in the lives of older adults.

Public Buildings and Outdoor Spaces

In a community geared towards all age groups, the state, quality, and layout of the physical environment—including parks, sidewalks, and buildings—impacts the mobility, independence, and overall well-being of aging residents. A well-thought-out natural and built environment, promoting easy and safe navigation while ensuring accessibility for all, fosters an environment that encourages active and healthy living. Additionally, it creates opportunities for social interaction and inclusion, contributing positively to the overall quality of life for residents in their later years.

Goal(s)

To create spaces in the built and natural environment that embody inclusivity, accessibility, and safety, fostering a vibrant and interconnected environment for all ages.

To design and maintain spaces that empower community members to thrive, engage and enjoy a high quality of life.

Opportunities and Actions

1. Commitment to Accessibility in Outdoor Spaces and Public Buildings
   a. Continue to make accessibility improvements in municipal buildings and public spaces
   b. Work with businesses to make accessibility improvements to their spaces (what, grants, signage, marketing/communications also)
   c. Address the general maintenance items identified through the facility visit
2. Improve Navigability and Connectivity
   a. Review and install signage (specifically at Townhall, and Recreation Complex)
   b. Begin process to increase seating supply in public areas
   c. Create Age-Friendly courtesy parking stalls at key locations
3. Enhance Safety
   a. Review sidewalk plowing routes with the lens of refining service delivery / Review snow removal practices – communicate priorities areas and processes (Evaluate and enhance where possible winter sidewalk maintenance)
      o Prepare communication material related to winter maintenance activities
      o Set expectations
      o Provide service delivery levels (reference MMS)
      o Include how to make a request / complaint
   b. Increase timing at pedestrian crossings
   c. Increase supply of pedestrian crossings
   d. Develop a community lighting strategy and improve street lighting

5. Other
   a. Algoma Park improvements to include older adult features
   b. Explore options to increase access to public washrooms (indoor and outdoor) (extended hours of operation at existing, locations/supply)
   c. Provide residents and businesses with free sand/salt to reduce slip and fall hazards in winters

Transportation

This dimension involves the development and implementation of transportation policies and infrastructure that cater to the evolving needs of aging populations. By prioritizing accessible and convenient transportation options, age-friendly planning seeks to enhance the mobility of older residents. This approach not only supports their independence but also facilitates their active participation in community life by ensuring seamless access to essential services, fostering social engagement, and contributing to an overall age-friendly environment.

Goal(s)

To bolster use of existing transportation options, encourage active modes of travel, and enhance accessibility for older adults through improving current transportation services, promoting walking and cycling through infrastructure enhancements, and ensuring public spaces and businesses are universally accessible.

Opportunities and Actions

1. Optimize Existing Transportation Options
   a. Better coordinate and communicate connection with Sudbury (transportation) services where relevant (e.g., bus transfers)
   b. Complete an analysis related to enhanced CareVan hours and services
      i. Start with special events, then weekend options, moving to evening options
   c. Improve communications and awareness of existing transportation options
2. Review Winter Maintenance
   a. Improvements to sidewalks and trails (maintenance, smoothing out surfaces where uneven), continue with tactile curbs with major road improvements
   b. Address concerns regarding snowbanks cut outs (identify priority areas and encourage local businesses to be more proactive)
3. Support Active Transportation Option
   a. Consider development of an all ages and abilities active transportation network (sidewalks, bike lanes, trails) with an emphasis on connections between facilities, public spaces, business services, health and community services, etc
   b. Create a trail along Queensway to connect residential and service areas
   c. Increase number of pedestrian crossings and mid-block crosswalks (especially in downtown core, and along Hwy6)
   d. Increase time available for crossing at pedestrian crosswalks

5. Other
    a. Advocate at high levels of government for support for regional transportation option (including medical)
    b. Encourage development of alternative transportation options such as a volunteer driver program or ride share, or subsidized taxi-fares for low-income seniors
    c. Create 'age-friendly' courtesy parking (in buildings and outdoor spaces)

Housing

The suitable structure, location, design, and diverse housing options play a vital role in influencing the independence of aging residents. They enable individuals to age comfortably within their community, maintaining independence, or easily accessing necessary support and care as their needs evolve.

Goal(s)

To cultivate an age-friendly environment by supporting seniors in maintaining their independence and residing in their homes for an extended period.

To enhance the housing landscape by increasing supply and diversifying options, ensuring a range of accessible and affordable housing solutions for older adults.

Opportunities and Actions

1. Help Seniors Stay in Their Homes Longer
    a. Enhance awareness of grants, and other financial mechanisms to support home accessibility improvements
    b. Increase number of options for home and yard maintenance services through volunteerism or new business development
    c. Encourage inclusion of accessible features in new residential dwellings
2. Increase Housing Supply
    a. Continue to explore options for incentives such as through an updated CIP
    b. Ensure the zoning bylaw permits for garden suites or secondary suites; promote secondary suites a as means to increase housing supply (affordable housing options)
    c. Advocate for the development of new housing options
3. Other
    a. Engage community to explore 'homeshare' options (think Golden Girls)
    b. Work toward completing the actions identified in the Strategic Plan Priority 1: Housing
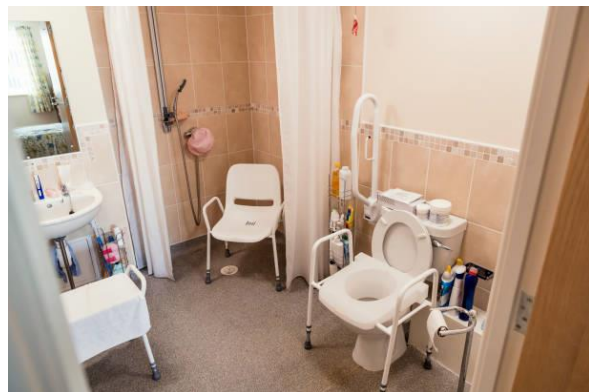
Respect and Social Inclusion
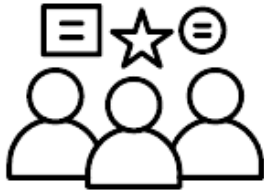
This dimension speaks to fostering an environment where individuals of all ages, particularly older members of the community, are treated with dignity and consideration. Social inclusion involves creating spaces and opportunities that encourage the active participation of older individuals, ensuring they feel valued and integrated into the broader community. By promoting respect and social inclusion, a community cultivates a supportive atmosphere that recognizes the diverse contributions of older residents and enhances their overall well-being.

Goal(s)

To recognize and celebrate the immense value and contribution seniors bring

To foster meaningful engagement with the aim to create an inclusive environment that actively involves older adults

Opportunities and Actions

1. To Improve Conduit Between Town and Community
   a. Establish an Age Friendly Working Group with Council and staff representation, and key stakeholders from the community
      i. Meet quarterly to implement and measure execution of this plan
      ii. Publish annual report card on progress
      iii. Improve communications between Town and community
2. Recognize the Contribution of Older Adults in the Community
   a. Continue to host seniors' luncheon
   b. Host a Seniors Expo
   c. Create program to recognize seniors' excellence (e.g., Senior of the Year or Seniors Wall of Fame)
   d. Expand awareness and education regarding the needs of older adults
3. Address Social Isolation Among Vulnerable Population
   a. In partnership with community groups (e.g., seniors club, service groups, local churches) seek opportunities to create a 'friendly visiting / calling' program and connect isolated seniors with community supports
4. Support Intergenerational Opportunities
   a. Explore other means (internships, student placements, etc) to connect with the vulnerable population
   b. Provide opportunities for intergenerational programming and activities
5. Inclusivity, Diversity, Equity and Accessibility (IDEA)
   a. Adhere to practices that recognize diversity within the community including First Nations and New Canadians
   b. Ensure programs and facilities are accessible to all

Social Participation

This dimension involves creating an environment that encourages and facilitates active engagement of individuals, especially older community members, in various social activities. The aim is to cultivate a sense of belonging, promote meaningful connections, and provide opportunities for ongoing social involvement. By emphasizing social participation, age-friendly approaches seek to enhance the overall well-being and quality of life for aging residents.

Goal(s)

To have a community where individuals of all ages and abilities, actively engage in various programs and activities

To build and foster partnerships so that a diverse range of programming opportunities is available and meets the needs of older adults

Opportunities and Actions

1. Foster Partnerships
    a. Ensure program offerings among service delivery providers are complementary (not competitive) through improved communications/meetings
    b. Build capacity within the voluntary sector (e.g., access to training)
    c. Offer in kind and financial supports to partners (especially where the external organization or agencies can deliver the program more efficiently or fills an unmet need in the community)
2. Enhance Communications and Promotion of Events, Activities, and Programs
    a. Use a multi-faceted approach to promote programs, events, and activities to older adults within the community
    b. Be sure that events are promoted well in advance of the event or activity
3. Continue to Offer a Range of Programming and Activities
    a. Continue to develop and deliver strong programming for older adults that includes active and passive recreational and social opportunities; and that accommodates a range of needs and interests
    b. Support efforts to make sure that low-income residents have access to programs and services (e.g., through an Affordable Access to Recreation Policy)
    c. Leverage observances such as November's Slip and Fall Month or Senior's Month in June to bolster program promotion and participation rates
4. Other
    a. When updating the Parks and Recreation Master Plan; be sure to consider age-friendly and intergenerational opportunities/development

Communications and Information

This facet emphasizes the need to provide clear and accessible information to aging residents. By promoting effective communication channels and ensuring the widespread distribution of relevant information, it is possible to empower older community members, enabling them to stay informed, engaged, and actively participate in the social fabric of the community. This pillar underscores the role of frequent and inclusive communication in fostering a supportive and connected environment for seniors.

Goal(s)

To bridge the information gap by breaking down communication barriers and implementing a comprehensive communications strategy and increasing access

To ensure that information is readily available, easily understood, and effectively reaches all residents, empowering them to access the support and resources they require.

Opportunities and Actions

1. Age-Friendly Communications Strategy
    a. Adopt an Age-Friendly Communications Strategy that includes recommendations and processes to improve the distribution of information to older adults in the community (font, format, distribution, timing, etc.)
2. Improve access to information
    a. Refresh and maintain Seniors' section on the website
    b. Partner with Around and About for a monthly Seniors' section feature
    c. Work with local service groups and other delivery providers to support their communications efforts (e.g., share social posts, offer tips on best practices)
    d. Install digital signs at key locations such as the Complex, mall, and Townhall (that can be operated remotely)
3. Implement a Communications Blitz
    a. Hire temporary staff to prepare an information campaign (A Seniors Ambassador or Navigator) using grant funding
    b. Create and mail a print directory of Seniors' Resources
    c. Promote 211 and support implementation of this resource
    d. Host workshops as an alternative means of providing information and improving awareness
4. Use and promotion of 211 as an information resource
    a. Implement a strategy to adopt 211 as a local information resource
    b. Work with local organizations and agencies to help them populate their information on 211 (both online and telephone access)

Civic Engagement and Employment

This dimension underscores the importance of creating opportunities that enable older individuals to actively engage in civic activities and employment. By fostering an inclusive environment that values the contributions of seniors, age-friendly practices aim to promote their active involvement in community affairs and provide avenues for continued professional pursuits. Encouraging civic participation and employment for older individuals not only enhances their sense of purpose but also contributes to the overall vibrancy and diversity of the community.

Goal(s)

To cultivate an environment where older adults are actively involved in civic activities, notably through volunteerism, and where the business community recognizes and embraces seniors both as valuable employees and customers/clients.

Opportunities and Actions

1. Champion the strong volunteer base that exists in Espanola
    a. Promote volunteer opportunities in the community through various communication channels and begin hosting a Volunteer Fair to coincide with the existing Career Fair
    b. Build capacity within the voluntary sector to support recruitment, retention, and recognition of volunteers; for example, offer training opportunities, champion micro-volunteerism, support communications efforts, assist in obtaining grants
    c. Celebrate local volunteerism through the volunteer luncheon, by profiling volunteers in the community, and observing National Volunteer Week
    d. Engage Espanola High School guidance and administration to better connect youth looking to volunteer with seniors
2. Support the business community as it adapts to an aging population base
    a. Work with employers and the local business community to provide information about the benefits of older adults in the workforce, how they can promote employment opportunities, and 'adaptations' that could be made within their workplace to support an aging workforce
    b. Create an Age-Friendly Business program to recognize businesses that consider the needs of older adults

Community Support and Health Services

This dimension revolves around the supportive infrastructure that addresses the unique needs of aging individuals. It emphasizes the provision of accessible community support services and healthcare resources tailored to the elderly population. By fostering an environment that prioritizes well-being, age-friendly communities enhance the overall health and quality of life for older residents. This pillar underscores the importance of creating a robust network of support and healthcare services to ensure the aging population can navigate their changing needs with ease and receive the necessary assistance to maintain a healthy and fulfilling lifestyle.

Goal(s)

To create an environment that prioritizes the well-being of older adults that involves increasing awareness of available services, expanding the staff/volunteer base to meet growing needs, and actively engaging with higher levels of government to address issues that extend beyond municipal jurisdiction.

To ensure the community is well informed about health and community services and support an evolving system that addresses the unique needs of older residents.

Opportunities and Actions

1. Expand awareness and access to information related to community support and health services
    a. Improve knowledge of existing programs and available community resources (offered by all delivery providers) through a coordinated information campaign
    b. Support awareness of volunteer options in the community that focus on the health of seniors (e.g., Victoria Order of Nurses (VON) and the Meals on Wheels program) recognizing that the resources provided by these organizations are in high demand (and may be under-resourced)
    c. Provide educational and outreach opportunities related to the aging process (e.g. how an individual's needs change over time, how to prepare your estate, what medical and health services are available, etc)
2. Recruitment and Retention within Community Supports and Health Services
    a. Support and continue with the development of strategies and programs related to recruitment and retention of medical and healthcare professionals
        i. Promote Espanola as a great place to live with high quality of life
        ii. Support activities and opportunities for young professionals in the community
        iii. Ensure warm welcome of new hires to the community

4. Engage upper levels of government (advocacy and lobbying)
    a. Explore palliative care and hospice options for the community
    b. Advocate for funding to help keep seniors at home, and to improve access to a range of health services (e.g., the Ministry of Health and Long-Term Care & Children, Community and Social Community Services)
5. Other
    a. Ensure access to services appropriate for the Indigenous population, and for New Canadians as their needs may differ
    b. Continue support for food bank
    c. Connect student volunteers with seniors in need
    d. Support recreation and social opportunities as upstream preventions that may help mitigate downstream demand on the system
    e. Promote the Video Appointment Services as offered by the Espanola Public Library

Implementation Plan

This document includes an implementation plan that prioritizes and outlines specific actions for each recommendation. A tool that includes more detail such as resources, possible partners and indicators is provided to staff to further support execution. The plan is designed with a phased approach, acknowledging that some initiatives will require ongoing evaluation and longer-term implementation.

Implementation Timeline

Short-Term Goals (2024): This year's focus prioritizes quick-win projects and initiatives that can be implemented swiftly.

Medium-Term Goals (2025 & 2026): These years will target medium to large-scale projects requiring more planning and budget allocation. These will be incorporated into upcoming annual budget development cycles.

Long-Term Goals (2027 and beyond): This includes pursuing long-term initiatives like infrastructure improvements, advocacy efforts, and communication enhancements. These endeavors typically require additional time to secure partnerships and resources for effective rollout.

Please note that some action items may be ongoing efforts, extending beyond the specified timeframes.

Conclusion

In conclusion, the development of an age-friendly community action plan is a critical step towards ensuring the well-being, inclusion, and empowerment of older adults in the community. Through extensive research, collaboration, and strategic planning, key areas of focus and proposed actionable initiatives to create a more supportive environment for seniors have been identified.

Key Achievements

Key accomplishments through the Age Friendly Community Planning process include:
- Comprehensive assessment of the needs, preferences, and challenges faced by older adults in the community.
- Development of a multi-dimensional action plan addressing key domains of age-friendliness, including transportation, housing, social participation, health services, and communication.
- Engagement of stakeholders from various sectors, including local agencies, community organizations, and older adults themselves, to foster collaboration and collective action.
- Incorporation of evidence-based practices and best-in-class strategies from age-friendly initiatives worldwide to inform Espanola's approach.
- Emphasis on inclusivity, accessibility, and equity to ensure that all older adults, including those from diverse backgrounds and with varying abilities, can benefit from the initiatives proposed.

Next Steps

- Implementation of the action plan in collaboration with key stakeholders, leveraging their expertise, resources, and networks.
- Ongoing monitoring and evaluation of the initiatives to track progress, identify challenges, and make necessary adjustments.
- Continued engagement with older adults and community members to solicit feedback, prioritize needs, and ensure that the action plan remains responsive to evolving circumstances.
- Advocacy for policy changes and resource allocation to support the sustainability and scale-up of age-friendly initiatives within the community.
- Promotion of awareness and education about the importance of creating an age-friendly environment and the benefits it brings to individuals of all ages.

Conclusion

In conclusion, creating an age-friendly community requires concerted effort, collaboration, and commitment from not only the Town of Espanola, but also from the other organizations and agencies working in the community. By implementing the action plan outlined in this report, the Town can take significant strides toward building a community where older adults can live, work, and thrive with dignity and respect. Together, with its partners, Espanola can embrace the opportunities and challenges of an aging population and create a future that is truly inclusive and age-friendly for generations to come.

Appendix 1: Implementation Plan

#	Action	Short Term	Mid-Term	Long Term
	Public Buildings and Outdoor Spaces			
1	Continue to make accessibility improvements in municipal buildings and public spaces	X	X	X
2	Work with businesses to make accessibility improvements to their spaces (what, grants, signage, marketing/communications also)		X	
3	Address the general maintenance items identified through the facility visit	X		
4	Review and install signage (specifically at Townhall, and Recreation Complex)	X	X	
5	Begin process to increase seating supply in public areas		X	X
6	Review sidewalk plowing routes with the lens of refining service delivery / Review snow removal practices – communicate priorities areas and processes (Evaluate and enhance where possible winter sidewalk maintenance)	X		
7	Prepare communication material related to winter maintenance activities - Set expectations - Provide service delivery levels (reference MMS) - Include how to make a request / complaint	X	X	
8	Increase time available for crossing at pedestrian crosswalks		X	
9	Increase number of pedestrian crossings and mid-block crosswalks (especially in downtown core, and along Hwy6)			X
10	Algoma Park improvements to include older adult features		X	
11	Explore options to increase access to public washrooms (indoor and outdoor) (extended hours of operation at existing, locations/supply)		X	X
12	Develop a community lighting strategy and improve street lighting			X
13	Provide residents and businesses with free sand/salt to reduce slip and fall hazards in winters	X		

#	Action	Short Term	Mid-Term	Long Term
Transportation				
14	Better coordinate and communicate connection with Sudbury (transportation) services where relevant (e.g. bus transfers)		☑	
15	Complete an analysis related to enhanced CareVan hours and services	☑		
16	Improve communications and awareness of existing transportation options	☑		
17	Improvements to sidewalks and trails (maintenance, smoothing out surfaces where uneven), continue with tactile curbs with major road improvements	☑	☑	
18	Address concerns regarding snowbanks cut outs (identify priority areas and encourage local businesses to be more proactive)	☑	☑	
20	Consider development of an all ages and abilities active transportation network (sidewalks, bike lanes, trails) with an emphasis on connections between facilities, public spaces, business services, health and community services, etc.			☑
21	Create a trail along Queensway to connect residential and service areas			☑
22	Advocate at high levels of government for support for regional transportation option (including medical)	☑	☑	☑
23	Encourage development of alternative transportation options such as a volunteer driver program or ride share, or subsidized taxi fares for low-income seniors	☑	☑	☑
24	Create 'age-friendly' courtesy parking (in buildings and outdoor spaces)		☑	
Housing				
25	Enhance awareness of grants, and other financial mechanisms to support home accessibility improvements	☑		
26	Increase number of options for home and yard maintenance services through volunteerism or new business development			☑
27	Encourage inclusion of accessible features in new residential dwellings		☑	
28	Continue to explore options for incentives such as through an updated CIP			☑
29	Ensure the zoning bylaw permits for garden suites or secondary suites; promote secondary suites a as means to increase housing supply (affordable housing options)		☑	
30	Advocate for the development of new housing options	☑		
31	Engage community to explore 'homeshare' options			☑

#	Action	Short Term	Mid-Term	Long Term
32	Work toward completing the actions identified in the Strategic Plan Priority 1: Housing	✓	✓	✓
Respect and Social Inclusion				
33	Establish an Age-Friendly Working Group with Council and staff representation, and key stakeholders from the community - Meet quarterly to implement and measure execution of this plan - Publish annual report card on progress - Improve communications between Town and community	✓	✓	✓
34	Continue to host Seniors' luncheon	✓		
35	Host a Seniors Expo		✓	✓
36	Create program to recognize seniors' excellence (e.g., Senior of the Year or Seniors Wall of Fame)		✓	
37	Expand awareness and education regarding the needs of older adults		✓	
38	In partnership with community groups (e.g., seniors club, service groups, local churches) seek opportunities to create a 'friendly visiting/calling' program and connect isolated seniors with community supports		✓	
39	Explore other means (internships, student placements, etc.) to connect with the vulnerable population			✓
40	Provide opportunities for intergenerational programming and activities		✓	
41	Adhere to practices that recognize diversity within the community including First Nations and New Canadians	✓		
42	Ensure programs and facilities are accessible and welcoming to all	✓		
Social Participation				
43	Ensure program offerings among service delivery providers are complementary (not competitive) through improved communications or regular meetings		✓	
44	Build capacity within the voluntary sector (e.g., access to training)			✓
45	Offer in kind and financial supports to partners (especially where the external organization or agencies can deliver the program more efficiently or fill an unmet need in the community)		✓	
46	Use a multi-faceted approach to promote programs, events, and activities to older adults within the community	✓		
47	Be sure that events are promoted well in advance of the event or activity	✓		

#	Action	Short Term	Mid-Term	Long Term
48	Continue to develop and deliver strong programming for older adults that includes active and passive recreational and social opportunities; and that accommodates a range of needs and interests	X		
49	Support efforts to make sure that low-income residents have access to programs and services (e.g., through an Affordable Access to Recreation Policy)		X	
50	Leverage observances such as November's Slip and Fall Month or Senior's Month in June to bolster program promotion and participation rates		X	
51	When updating the Parks and Recreation Master Plan; be sure to consider age friendly and intergenerational opportunities / development			X
Communications and Information				
52	Adopt an Age-Friendly Communications Strategy that includes recommendations and processes to improve the distribution of information to older adults in the community (font, format, distribution, timing, etc)	X		
53	Refresh and maintain seniors section on website	X		
54	Partner with Around and About for a monthly seniors section feature		X	
55	Work with local service groups and other delivery providers to support their communications efforts (e.g., share social posts, offer tips on best practices)		X	
56	Install digital signs at key locations such as the Complex, Mall and Townhall (that can be operated remotely)		X	
57	Hire temporary staff to prepare an information campaign (A Seniors Ambassador or Navigator) using grant funding	X		
58	Create and mail a print directory of Seniors' Resources	X		
59	Host workshops as an alternative means of providing information and improving awareness		X	
60	Implement a strategy to adopt 211 as a local information resource available by phone and online		X	
61	Work with local organizations and agencies to help them populate their information on 211		X	X
62	Continually monitor effectiveness of communications and adapt as necessary		X	X
Civic Engagement and Employment				
63	Promote volunteer opportunities in the community through various communication channels and begin hosting a Volunteer Fair to coincide with the existing Career Fair		X	

#	Action	Short Term	Mid-Term	Long Term
64	Build capacity within the voluntary sector to support recruitment, retention, and recognition of volunteers; for example, offer training opportunities, champion micro-volunteerism, support communications efforts, assist in obtaining grants		▓	
65	Celebrate local volunteerism through the volunteer luncheon, by profiling volunteers in the community, and observing National Volunteer Week	▓		
66	Work with employers and the local business community to provide information about the benefits of older adults in the workforce, how they can promote employment opportunities, and 'adaptations' that could be made within their workplace to support an aging workforce		▓	
67	Create an Age-Friendly Business program to recognize businesses that consider the needs of older adults			▓
Community Support and Health Services				
68	Improve knowledge of existing programs and available community resources (offered by all delivery providers) through a coordinated information campaign	▓		
69	Support awareness of volunteer options in the community that focus on the health of seniors (e.g., Victoria Order of Nurses (VON) and the Meals on Wheels program) recognizing that the resources provided by these organizations are in high demand (and may be under-resourced)		▓	
70	Provide educational and outreach opportunities related to the aging process (e.g. how an individual's needs change over time, how to prepare your estate, what medical and health services are available, etc)		▓	
71	Support and continue with the development of strategies and programs related to recruitment and retention of medical and healthcare professionals - Promote Espanola as a great place to live with high quality of life - Support activities and opportunities for young professionals in the community - Ensure warm welcome of new hires to the community		▓	
72	Palliative Care options are explored (review, prepare, lobby) to reduce pressure on the system			▓
73	Advocate for funding to help keep seniors at home, to improve access to a range of health services (e.g., the Ministry of Health and Long-Term Care & Children, Community and Social Community Services)	▓	▓	▓

#	Action	Short Term	Mid-Term	Long Term
74	Ensure access to services appropriate for the Indigenous population, and for New Canadians as their needs may differ			
75	Identify and implement appropriate support mechanism(s) for Food Bank			
76	Support recreation and social opportunities as upstream preventions that may help mitigate downstream demand on the system			
77	Promote the Video Appointment Services as offered by the Espanola Public Library			