

COMMUNITY WORKSHOPS

Summary of Discussion and Ideas

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ABOUT THE WORKSHOP SERIES

We undertook ten community workshops in the region from September 19 to 23 as a key component of this multi-faceted public consultation process.

The purpose of the workshops was to:

- Share information about public consultation activities so far
- Review research results to-date (online survey; interviews; discussion forums, emails)
- Consider priorities for action and brainstorm on major initiatives
- Identify any missing information for decision-making
- Help to inform content of Arts Champions Summit on November 3, a summit to evaluate and formulate strategic arts action plan for the CRD

Outside of the core, we asked for and received the help of local arts councils in organizing and hosting the workshops. We especially thank the Coast Collective/Society for Arts on the South Island, Salt Spring Arts Council and the Community Arts Council of the Saanich Peninsula for their assistance as well as the Sooke Community Arts Council, West Shore Arts Council, Southern Gulf Islands Arts Council and Arts BC for their participation.

We offered a mix of day-time and evening public consultation workshops throughout the region; attendance varied by time of day and location.

In terms of the process, the workshops were focussed on gathering on specific ideas on how to achieve the goals identified in the CRD Arts Development Service's Strategic Arts Plan. We took the resulting worksheets from one workshop to the next so that participants could build on and reflect on these ideas throughout the week.

Registrant Profile

We had registrations from all but one municipality / electoral area. We achieved a high number of registrations in non-contributing municipalities with 66 or about one-third overall.

Municipality	Registrants	Municipality	Registrants
Central Saanich	3	Saanich	33
Colwood	7	Sidney	10
Esquimalt	9	Sooke	11
Highlands	0	Victoria	51
Langford	3	View Royal	6
Metchosin	2	Juan de Fuca	1
North Saanich	9	Salt Spring	19
Oak Bay	10	Southern Gulf	9
Total registrants	183		

Registrants came from all arts disciplines. Some also identified their interest in heritage, museums and community arts.

Participate or Interested in	#	%
Visual arts	87	48%
Performing arts	109	60%
Literary arts	41	22%
Film, video, media arts	47	26%
Multi-disciplinary arts	43	23%
	183	

Registrants identified their roles in the arts, with many identifying more than one role. A number of registrants represented local businesses and chambers of commerce as well as non-arts not-for-profit organizations with an interest in the arts. We also gained participation from youth, Indigenous people and visible minorities.

Roles in the arts	#	%
Artist	85	46%
Arts administrator	51	28%
Artistic programming/curation	23	13%
Volunteer for organization in arts, culture, heritage, festivals	63	34%
Member of Board of Directors	50	27%
Supporter, Donor, Sponsor	36	20%
Public funder, policy maker	6	3%
Municipal Council member	17	9%
Business and tourism community	15	8%
Not-for-profit sector (not an arts organization)	16	9%
	183	

A number of registrants sent regrets in advance, while others registered as no-shows. In total 135 people attended the series of workshops and generously offered their views.

Location	RSVP	Attended
Sep 19, afternoon - Burnside Campus gym, Victoria	21	16
Sep 19, evening - Coastal Offices, Colwood	15	13
Sep 20, afternoon - SEAPARC Leisure Complex, Sooke	8	7
Sep 21, morning - Burnside Campus gym, Victoria	15	12
Sep 21, evening - Burnside Campus gym, Victoria	10	4
Sep 22, morning - Mahon Hall, Salt Spring Island	22	18
Sep 22, afternoon - Mary Winspear Centre, Sidney	19	19
Sep 22, evening - Mary Winspear Centre, Sidney	7	4
Sep 23, morning - Cedar Hill Recreation Centre, Saanich	16	16
Sep 23, afternoon - Victoria City Hall, Victoria	38	26
Total	171	135

REGIONAL GOVERNMENT FRAMEWORK

Capital Regional District (CRD) Bylaw 2884 established the CRD Arts Development Service in June 2001 for “the provision of assistance in relation to the arts and culture for the purpose of benefiting the community or an aspect of the community.” This same bylaw gives authority to the Arts Committee.

CRD Bylaw 2973 established the Arts Advisory Council (AAC) “for an independent community-based body to provide advice to the CRD” on matters relating to the Arts Service. The AAC’s mandate is to act as an arm’s length adjudication body for the Arts Development funding programs and to advise the Arts Committee on policies that foster and promote:

- Support of the arts in the community
- Public awareness of and involvement in the arts
- The creation, exhibition and performance of artistic works, and
- The development of artistic and other requisite skills, and shall advise the CRD Arts Committee of measures which the Council considers to be conducive to these ends.
- Other appropriate duties as assigned by the Arts Committee from time to time.

Capital Regional District

Mission

We are diverse communities working together to serve the public good and build a vibrant, livable and sustainable region.

Vision

Our communities strive to achieve exemplary environmental stewardship, a dynamic, vibrant economy and an inclusive, caring society. Regional cooperation, mutually beneficial decision making and advancing shared interests shape the essence of the CRD - an effective, efficient and open organization.

CRD Arts Development Service

Mission

The CRD supports, promotes and celebrates the arts.

Vision

The arts are central to life in our communities.

WORKSHOP PARTICIPANTS' IDEAS FOR ACTION

How to Read the Report

The following ideas come from the participants' input, conversations and reflections on proposed actions. This report presents these ideas as they were discussed by participants; it does not represent the consultant's view on what the CRD Arts Service must adopt at this stage.

To make this report easier to read, we have organized the ideas according to priorities workshop participants have suggested. Some of these ideas presented may be best actioned from within the arts community. In some cases, ideas were raised that have already existing solutions. In those cases we have added information about the available resources. Finally some ideas fall outside what the CRD Arts Service can act on so we have listed those separately along with an explanation.

For clarity, all consultant's comments are presented separately in boxed texts.

Strengths of the Arts Scene in the Region

Each workshop opened with an invitation for participants to share one thing they appreciated about the arts scene in the region. The responses draw a rich picture of an interconnected, vibrant arts eco-system, as several participants said: “The arts are synonymous with (Greater) Victoria.”

About the arts community

- Collaboration, collegiality and openness between arts organizations
- Diversity of artistic disciplines being practiced in the region
- A diverse arts eco-system reaching from grassroots, community-based arts, volunteer-driven organizations to professional artists and arts organizations operating at high standards of quality and some at an international calibre.
- Inclusivity and increasing diversity with visible minorities, ethnically diverse groups
- Established companies help newer entrants
- Having a regional funding body with the CRD Arts Development Service that provides critical funds for the art

Quality and range of arts experiences

- The number, diversity and quality of arts activities in the region every day of the year for both local residents and visitors
- High quality professional performances are available in a relatively small market
- Local talent that delivers at high quality
- Very high number of artists (at all levels of practice) active in the region:
 - About 60 choirs
 - About 60 theatre producing organizations; and much more
- Festivals that keep reinventing themselves and new ones that emerge
- High quality venues

Benefits

- Seeing the transformational power of the arts in people’s lives

Accessibility

- Arts that are accessible to people of all ages
- Opportunities for young people to participate in professional productions/programs

Arts champions

- Passion and commitment by citizens for the arts
- Dedicated volunteers in the arts
- Together we are weaving an interconnected, vibrant, healthier community

Indigenous Arts

The Arts Plan is silent on Indigenous arts or how the arts can advance reconciliation and build mutually respectful relationships between Indigenous and non-Indigenous people. The Arts Plan was prepared in March 2015. In June 2015, the Final Report and Calls to Action by the Truth and Reconciliation Commission were published. In 2016, when this public consultation was commissioned, inclusion of local First Nations and Indigenous people in conversations about its implementation was a central requirement of the work.

Several workshop participants, both Indigenous and non-Indigenous, raised the need to forge closer, mutual relationships between First Nations and mainstream arts organizations as well as First Nations and the CRD Arts Development Service to advance the goals of reconciliation and build respectful, open relationships.

Initial ideas suggested were:

- Ensure Indigenous representation, and especially local First Nations people, on decision-making bodies like the Arts Advisory Council.
- Ensure that when we raise awareness of arts we include and champion First Nations arts practices; additionally consider how to include other arts and cultural expressions from the full diversity of residents in this region that come from many different parts of the world.
- Foster awareness about cultural appropriation, and why it is unacceptable to Indigenous people to use (to appropriate) their symbolism and artistic expression without having followed the appropriate protocols, or obtained permission to use or sell art inspired by Indigenous work.
- Build relationships with First Nations organizations like the Victoria Native Friendship Centre, First Peoples Cultural Council, arts and cultural programs and individual artists to create new ways to operate needed to support their work based on Indigenous arts and cultural practices.
- Ensure that relationships with local First Nations become strong for the CRD Arts Service as they are the host First Nations for all of us, Indigenous people from other areas of the country and non-Indigenous people from across Canada and the world.
- Honour the spirit of the Truth and Reconciliation Commission's Final Report and examine the specific Calls to Action for direct action by the CRD Arts Service.

We have individually interviewed a number of Indigenous artists and representatives in Indigenous organizations active in arts and culture to gain a better understanding of needs and opportunities. Those conversations will be reflected in the summary of In-depth Interviews.

Increasing Access

Arts Plan goal: Increase access to the arts in the region by identifying and reducing barriers to participation.

Top Three Priorities (as identified by participants)

- Improve promotion of events and activities through both specialized newsletters as well as centralized mass media (Thursday's Times Colonist) including central online events engine that offers key event details and links to detailed event information on organizer's web presence.
- Collaborate with organizations like Inter-Cultural Association, Victoria Immigrant and Refugee Centre Society, Victoria Disability Resource Centre, OCTA Collective ("Only Creative Thinking Allowed"), Native Friendship Centres, First Nations organizations, youth groups, low income schools - and make space for them in conversations and decision-making bodies.
- Support artists-in-residence programs in communities, under-represented communities, in schools, in recreation centres that supports/pays artists for their work of engaging with/ working with people from all walks of life.

Other ideas (those primarily in the purview of artists / arts organizations)

- Use arts in supporting health and mental health including helping parents understand benefits to healthy child development.

Tell diverse stories

- Broaden the narrative to include a fuller variety of stories of people in this region, including First Nations and newcomers from many different cultures.
- Encourage established arts organizations to produce and present a much wider range of artists, playwrights, choreographers, musicians that come from non-European contexts and use a different range of artistic modes and frameworks.

Physical access

- Ensure diverse arts activities are available 'close to home', which may mean non-traditional/non-threatening venues or new types of venues in low-income neighbourhoods where residents are often not able to pay for activities.
- Develop a system for dedicated transportation to events (e.g. Arts Buses).

Improve affordability

- Provide greater subsidy to allow prices for activities and events to be lower for lower-income people.
- Expand private sector or foundation funding to create greater access.

Existing single web presence/hub for the arts

www.ArtsVictoria.ca is a community-driven calendar, directory, and comprehensive living archive of arts activity in Victoria, BC. www.ArtsVictoria.ca is produced by the Victoria Arts Promotion and Preservation Society, with funding support by the City of Victoria, and technical support from The Indivision Network.

This site has hundreds of listings including information about artists, organizations, venues, events and opportunities.

It appears that it already accepts information from various parts of the CRD - and that it can easily cover all of the arts organizations and arts activities in the CRD as a region - rather than be merely focused on activity in the City of Victoria.



Sustained Growth

Arts Plan goal: Enable sustainable growth of the arts and arts organizations in the Region.

Top Three Priorities (as identified by participants)

- Create multi-year funding for organizations and projects to enable long-term planning (note: several other funding ideas were part of this discussion; those were moved to the granting section).
- Develop multi-use, mixed zoning arts hubs/arts districts where artists and arts organizations can locate in affordable living and working spaces (including for young and emerging artists), offices, studios, with restaurants, retail and community meeting spaces. (Similar to ArtScape model in Toronto.)
- Help arts organizations become more professional and more strategic: provide training in ‘managing arts’, ‘fundraising’ and other skills; succession planning, point them to existing resources in the arts, mentorship programs, provide information on all funding source, “how to” manual/best practices manual.

Arts BC is a provincial arts service organization that works to cultivate community cultural development through knowledge-sharing and serving its province-wide network including 300 arts councils, arts, culture and heritage organizations, individual artists, creative entrepreneurs, community and partner groups.
www.artsbc.org

Secondary priorities (those primarily in the purview of artists / arts organizations)

- Form an umbrella organization of all arts groups (performing, visual, media arts, literary and so forth) to develop priorities, key messages and speak with a unified voice to governments to educate them on the economic, social and cultural impacts of the arts on the lives of citizens and to champion increased funding to the arts.
- Make the case for essential need for arts - at all levels of practice - in our lives and elevate it in everyone’s mind to help protect and expand arts funding in the long term.
- Encourage partnering, sharing resources, merging of arts organizations to achieve common goals with a better allocation of resources, from volunteers to administrators, to external costs like rent.

The BC government launched a three-year program in February 2016 as part of its *Creative Economy Strategy* that targets \$1.5 million over three years towards collaborative spaces. Arts and cultural organizations can apply for this funding.
<https://news.gov.bc.ca/releases/2016CSCD0003-000146>

Other Ideas

- Support non-traditional businesses, like restaurants and bars that show and sell local art work through advertising and promotion.
- Allow emerging groups to engage senior administrators and established organizations to mentor emerging administrators, rather than the other way around.
- Put on smaller community arts events more often all across the CRD, allow public to meet the artists.
- Challenge arts presenters to rethink their programming. Present what people want to see, not only what programmers care about.

The **Canada Cultural Spaces Fund (CCSF)** at Canadian Heritage supports the improvement of physical conditions for artistic creativity and innovation. The 2016 budget announced that the federal government announced that over the next two years, it will be investing an additional \$168.2 million in cultural infrastructure.
<http://canada.pch.gc.ca/eng/1455203896312/1455204007503>.

Ideas outside the scope of what the CRD Arts Service can affect

- Support non-traditional venues, like restaurants and bars that show and sell local art work through grants or funding.
- Build case toward amalgamation so we start to act as a region politically as well.

The CRD Arts Service is not legally empowered to provide direct funding to businesses or independent artists who operate as sole proprietors (i.e. businesses).

Amalgamation would require changes in the provincial legislative framework that gives regional governments in BC their governance structures as well as identified mandatory services. BC government does not appear to wish to shift from regional government structure to actual amalgamation of regions under a single government.

Increase Awareness

Arts Plan goal: Increase community and stakeholder knowledge and support of the arts and the CRD Arts Service.

Top Three Priorities (as identified by participants)

- CRD Arts Service to act as lead to help get message out.
 - Developing a *Vital Signs Report for the Arts* (modelled on Community Foundations).
 - Creating new communications mechanisms to get the arts message out, such as interactive message boards in public spaces.
 - Work with mass media outlets to tell art story better from local reviews to coverage of impact of the arts whether economic, social or cultural.
- Regional Arts Awards for various level of practice from children/schools to professionals to better tell full story of impact and to help build careers.
- Convene discussion about creating / running a Regional Arts Passport program for residents.
 - Build stronger ties between business and arts community to mutual benefit.

Some local arts awards have been created, such as Salt Spring National Arts Award, Saanich Arts Award.

Other Ideas

- Training and professional development for all arts organizations, especially smaller ones in media, PR, marketing which will also feed sustainability.
- Create a world-class destination for interdisciplinary arts and education at Camosun College.
- CRD to organize a yearly CARFAC show, so that visual artists can become eligible to apply for provincial and federal grants.

Existing organizations that actively delivering programs for ideas proposed

- Create arts workshops for youth to complement what is taught in public schools.
- Introduce children/youth to arts community and events by working through schools.
- In a centralized way work with schools to ensure broad knowledge of arts offers that they can draw on and avoid duplication of efforts by each arts organization.

ArtsStarts in Schools is a Vancouver-based BC-wide organization. Its activities include booking professional school performances, an annual showcase conference for young audience presenters, artist residencies, grants to schools and districts, and more.

OCTA Collective Society in Victoria, BC delivers arts workshops in Capital Region elementary schools, identified as having a high population of children from low income families. Children participate in painting, printmaking, theatre, dance or film workshops taught by professional artists, actors, dancers and filmmakers.

CRD Granting Processes

Arts Plan goal: Ensure that the CRD Arts Service grant programs are responsive to community needs, and use effective and accountable processes.

Top Three Priorities (as identified by participants)

- Create multi-year funding for organizations and projects to enable long-term planning.
- Ensure decisions are made about funding with First Nations people, youth, and recent immigrants at the table.
- Help everyone understand how the arts funding world works which may be especially important for smaller organizations that are primarily volunteer-driven or independent artists and have less capacity to invest in understanding the various funding systems.
 - In a holistic sense from federal, provincial, regional to local levels.
 - How CRD Arts Service is currently funded and why the contributing/non-contributing aspect and its implications.
 - Other forms of funding that can be accessed, e.g. foundations, sponsorships, donations.

Other Ideas

- We and citizens need to know what is being funded.
 - Similar to Highway signs promoting government investment, develop Arts funding signage in public spaces.
- Have a pot of money dedicated to risk/venture funding.
- Touring funding from the CRD to encourage off-Island work by local artists and bring in new money to the CRD.
 - Create a multi-tiered funding program for artists developing major works intended for national and international markets while representing CRD identity.
- Ensure individual artists benefit from funding, ideally direct funding.
- Have a grant officer / volunteer who can help local smaller organizations with applications.
- Consider impact of technology on changing trends and arts creation and participation.
- Consider a two-tiered funding system where smaller organizations don't compete with larger ones and also look at creating space for new kinds of arts organizations to access funding. How do we free up funding for this moving forward?
- Foster political will to create a developers fund to put a percentage of their costs toward arts, not simply "public art" but arts events and organizations that create the vibrant communities developers talk about.

In 2016, the CRD Arts Committee awarded \$2,121,240 in Operating grants to 31 organizations, and a total of \$175,985 in Project and IDEA grants to 49 organizations in the Capital Region.
www.crd.bc.ca/service/arts-funding

The CRD Arts Service currently provides advice on preparing funding applications and offers feedback on applications.

- Matching funding to increased community involvement and giving.
- Revise CRD Bylaws to make full municipal contribution mandatory for all in the CRD.
- Question where arts funding goes: to artists, or to administrative functions?
- Provide more funding to smaller organizations with a commitment that majority of funding goes to benefit artists rather than real estate costs/rent or administration.
- Fund the activity, not the organization (i.e. move away from current requirement to be primarily an arts organization in order to receive funding.)
- Remove the requirement from CRD Arts Service funding that arts organizations must be located in a contributing municipality.

The City of Calgary and its partners developed www.investyc.com in 2012, initially using matching donations for unfunded projects and then simply provided the platform for local fund raising. It worked well when matching funds were attached to this program. The online system and mechanisms may be available to other municipal governments.

Increased Funding

Arts Plan goal: Encourage municipalities to fully participate in supporting the CRD Arts Service with the goal of increasing funding.

Top Three Priorities (as identified by participants)

- *Vital Signs from the Arts:* Communicate clearly the value and impact of public regional funding for the arts, make the case clearly including economic, employment, social and cultural value and share information with non-contributing areas/municipalities. Provide facts on its funding and impact across the region.
- Quantify and articulate the actual benefits residents and / or arts organizations in non-contributing municipalities receive from the CRD Arts Service's current funding.
- Raise awareness of which municipalities participate in the CRD Arts Service and the benefits, impact of doing so and what could be achieved if everyone participated.

Secondary priorities (those primarily in the purview of artists / arts organizations)

- Ask community members in non-contributing municipalities to lobby their local government to join as full contributors and those in Group 2 to move to Group 1.
- Local arts organizations to include their local municipality, mayor and council and key staff on their mailing lists and highlight how the arts operate and insufficient public support for the arts.
- Find arts champions in political arena; encourage arts supporters to run for office.
- When arts organizations acknowledge CRD Arts Service funding, also mention the contributing municipalities.

Other Ideas

- Initiate a region-wide counter-petition/referendum to establish a CRD-wide Arts Service (see Cowichan Valley Regional District).
- Lighten up on home-based arts businesses regarding shared space and "tours of studios" limitations.
- Ensure that CRD Arts Service funds can flow back into local communities if every municipality participates. Smaller arts organizations need to get funding, too. Not focus all/most funds on the big 5 in Victoria.
- Discount card for residents in contributing municipalities.

Arts are not a *mandatory service* under the provincial legislative framework that created regional governments in BC. The CRD has an established precedent with Parks, also not a mandatory service, where it achieved buy-in from all municipalities and electoral areas.

The *Regional Parks Land Acquisition Fund* was established in 2000 at a rate of \$10 per average residential household assessment. The Fund was extended in 2010 for another 10 years with an annual escalator so household contributions reached \$20 in 2014. This fund can only be used to buy land; it cannot be used for operational or other expenses.

Ideas outside the scope of what the CRD Arts Service can affect

- Mandate per capita funding for the arts for entire CRD.

Other comments

- There are arts and cultural organizations that are funded by local governments, some of them flow the money through the CRD (but not the CRD Arts Development Service) via an agreement between more than one local government.
 - On Salt Spring Island a direct tax levy that was approved by referendum provides dedicated funding to the Salt Spring Arts Council and ArtSpring/Island Arts Centre Society.

Arts and Culture Tourism

Goal: Increase the contribution of arts and culture tourism to economic development in the region.

Top Three Priorities (as identified by participants)

- Develop an arts tourism business and marketing plan with Tourism Victoria.
 - CRD/Tourism Victoria to undertake cost-benefit analysis of expanding arts and cultural tourism and what it would require.
- Enable relationships to help arts organizations package their work for the tourist market and have it be promoted by Tourism Victoria.
- Ensure there is a system to get information about local events and activities to visitors (cruise ships, ferries, planes)

Other Ideas

- Engage tourism businesses in an ongoing conversation about arts economy and intersection to tourism and business development (hotel nights, restaurants, tours).
- Understand role of active arts scene in businesses being able to attract young talent and retain them.
- Free display space for arts information including by individual artists at the Visitors Information Centre.
- More public art to make the public realm and ever changing public gallery and create more interesting and unique spaces.

Other Comments

- Arts and culture are already significant economic contributors - tell that story more effectively.
- Arts economy is strongly local. Arts economy activity is significant from residents' direct and indirect expenditures. Visitors increase some activities but not core of arts activities as much.
- Quality of life contribution for residents outweighs any tourism impact.

Arts Facilities

Goal: Understand the role of key arts facilities, including publicly-owned regional arts facilities, with a view to identifying future needs.

Top Three Priorities (as identified by participants)

- We need more funding for existing infrastructure, renovations, building maintenance and upkeep.
- Model arts facilities on recreation centres and create multi-purpose arts hubs, e.g. Cedar Hill, and ensure that there is no political interference in the kind of art that can be on display in those spaces.
 - Create public-private partnerships to develop affordable real estate and facilities and create ways for the artists to animate and work in these spaces.
- Involve artists directly in any decisions including understanding their needs for various kinds of spaces, the design and use of facilities.

Other Ideas

- Venue owners need to buy into a well-defined regional vision in order to find best and frequent uses; otherwise there are too many agendas.
- Coordinate with school system and explore whether there can be better working relationships that allow for artists and arts organizations to use those spaces and theatres more effectively.
- Need a fully accessible dance studio (training, rehearsal and performance) with windows that open.
- Inventory all spaces used or suitable for arts including performance, from churches to restaurants as well as dedicated arts spaces so we know what we have, how to access and use.
- Build a world-class modern arts facility able to host major arts events.

ArtsVictoria.ca has a section for venues; it can be added to easily.

Other Comments

- Time and again in the workshops, access to and affordability of professional venues were identified as key issues.

Encourage Recreational, Amateur, Emerging, Professional Artists in the Eco-system

Not mentioned in the arts plan but added to the workshop considerations as it was a topic of conversations in online discussion forums.

Top Three Priorities (as identified by participants)

- Highlight importance of arts education for success in life
- Fund career development, e.g. internship programs, mentorship program, artist residences, artist mentorship program.
- Celebrate those from here who made their professional careers; tell their story

Secondary priority (those primarily in the purview of artists / arts organizations)

- Create more arts collectives to give individual artists ways to access more public funding and especially CRD funding.

Other Ideas

- Look for opportunities and partnerships outside traditional arts organizations, e.g. business, entrepreneurs, sports, culinary
- Opportunities for partnering, learning, collaborating across levels of practice; as well as collaborate across disciplines.
- Need more venues that are around 100 seats and affordable to work in/use.
- Expand our local horizons: Create a small fund to invite top level foreign artists to come work with us here
- Make CRD funding contingent on using local talent.
- Accessible and affordable spaces to show and present work at every level of practice

Ideas outside the scope of what the CRD Arts Service can affect

- Allow pop up gallery spaces, made from shipping containers.

Zoning issues are usually local government responsibilities, not CRD responsibilities.

Support Strong Volunteering Culture

Not mentioned in the arts plan but added to the workshop considerations as it was a topic of conversations in interviews.

Top Priority (as identified by participants)

- Show appreciation and value their contribution through a public event or public recognition - arts volunteer day in the CRD with media and appreciation event.

Secondary priorities (those primarily in the purview of artists / arts organizations)

- Ensure that volunteer jobs are not taking too much time and tasks are well defined and limited in scope. Volunteer burnout is an issue.
- Do not expect volunteers to do the equivalent hours or work of paid employees.
- Give volunteers the tools they need to do the job.
- Volunteers should get lowest ticket prices or free access for shows/events to show appreciation for their contribution.
- Provide training to volunteers.
- Youth programs to encourage their involvement from a young age regardless of their family's capacity to pay.

Other Ideas

- Combat the overreliance on volunteering and place more focus on actually paying artists and cultural workers properly.
- Work with Volunteer Victoria to establish arts-specific stream for them
- Highlight social value of volunteering, contribution, meeting people, skills, sharing, building community.

Ideas outside the scope of what the CRD Arts Service can affect

- Tax credit for volunteering

Existing service that responds to an idea suggested

- Create an online portal to connect volunteers across the arts community.

<http://volunteervictoria.bc.ca/> At Volunteer Victoria we believe that volunteers turn ideas into reality and potential into probability. Each year we recruit 16,000+ local volunteers who make a positive impact on causes, spaces, and ideas that matter.