

**Mayor's Report**  
**August 29 to September 12**

**Aug 30, 2022**                      **Banner of Remembrance**

- Committee welcomes two new members Geff.... And Mahar...to the committee.
- The Banner program is excited to have three new veterans to showcase this year which brings our total to 21.
- On October 14th we will unveil the banners and invitations are going out to the families soon.
- Beginning 21 days before Remembrance day, each day the TOHL will honour one veteran a day on our Social Media pages. The Veterans pictures will also be featured in the Echo/Pioneer.

**August 31**                      **Rural Municipalities - Town Hall**

MP Shannon Stubbs and MP Damien Kurek hosted a townhall meeting on August 31st and the following were some of the top issues:

**Infrastructure Concerns, specifically including :**

- Insufficient internet and cell phone infrastructure (largest concern)
- Insufficient/deteriorating water and/or water treatment infrastructure
- Insufficient utilities infrastructure (Electricity, Natural Gas)
- Insufficient/deteriorating road infrastructure
- Red Tape Barriers, including:
  - Application updates & re-works due to government changes
  - Burdensome and complicated grant applications
  - Long-term planning regulations impeding investment opportunity
  - Federal legislation developed for urban centres isn't applicable to rural communities
  - Lack of rural economic development opportunity

### **Lack of quality jobs/workers**

- Labor shortages, workers moving away to cities because industry had left the town and jobs were no longer there, workers not wanting to move into the town because of infrastructure and housing concerns, and the decline in many rural economy drivers like oil & gas and agriculture.

### **Housing**

- While cost of housing was mentioned as a factor, most municipalities facing housing issues ranked access to quality housing, ability to build new housing, and general infrastructure barriers to new development (like utilities and road infrastructure) as the biggest issues with housing in their communities.

### **Health Services, including:**

- Remote/no access to medical transportation
- Inability to attract and retain doctors and nurses
- Clinic and hospital staffing shortages

### **Definition of rural**

- Numerous municipalities mentioned the population threshold for municipalities was an issue – as the current federal definition of “rural” is a municipality under 100,000 population.
- These municipalities all compete for the same funding, despite a vast disparity in resources from a 900-person town to a 80,000 population city.
- Also noted was the challenges of “hub towns”, who provide infrastructure and core services for surrounding communities, but only receive funding for their population on a per-capita basis.
- Several municipalities also raised issues with Statistics Canada’s tracking of their population, specifically regarding the 2021 census which inaccurately calculated the population in their municipality.
- Jeopardized budgets for many smaller municipalities, as funding is received on a per-capita basis.

## **Transportation**

- Many municipalities mentioned a lack of transportation from community to community, or to major hub centres, was a serious challenge.
- Public transit was also mentioned as a concern for some larger rural municipalities.

### **Tied:**

- Increased cost/opportunity cost of living rural compared to cities  
Living in rural Canada just costs more.
- Several communities mention "Missed opportunity cost" as a factor hampering their development.
- Many municipalities specifically mentioned the carbon tax as a serious detriment to their economic development and/or their cost of living
- Inflation/cost of living increases...Municipalities mentioned a noticeable increase in cost of living over recent years, and specifically mentioned how it was disproportionately impacting rural communities for transportation of goods, or seniors on fixed incomes.
- Many other issues were raised, from the RCMP funding to census irregularities.

The conservatives have checked a box having now consulted with rural municipalities in Canada. Maybe the new leader, Poilievre, will address these issues.

**Aug 31, 2022**

**REDI**

- The board reviewed Paul Salvatore's Ten Economic Business Cases for the region:
  - Craft Canola Production
  - Industrial Greenhouse
  - Lithium Brine
  - Honey
  - Micro Brewery
  - Zinc
  - Silviculture
  - Peat Harvesting
  - I Beams
  - Mulch - Forest Residue

- Digital Service Squad - the mandate was to work with businesses that wanted an online presence, but had not taken steps forward to developing a presence or had taken very few steps in that direction.
- They worked with approximately 30 businesses primarily;
  - google my business
  - taking photos for promotional and informational purposes
  - google ad campaigns.
- Found that most businesses in the north were really resourceful and had already taught themselves and developed a presence or did not have any interest in developing a presence.
- Invest Alberta - Yulia Marcinkoski (Manager of Investment Attraction) will be addressing the Redi Region on Oct. 19 and then touring from Nov. 15-17
- Attached please find the report from community engagement, hosted by the Uof C for the Exploring Northern Pathways to A Connected Canada, for the Canadian Northern Corridor (CNC). Very interesting report.

**Sept. 7, 2022**

**Get-to-Know-You**

- Well organized and well attended.

**Sep 7, 2022**

**Golden Range**

- Attended to give an update on Boreal Housing.
  - RFP closes on September 20th
  - Should be awarded by the first week in October with contractor on site by October 17.
  - Targeted completion date is mid-March
  - Our team gave in to AHS and will widen the client doors from 36" to 40" and bathroom doors from 40" to 44" as this seemed to be AHS's hill to die on.
  - The reasoning for widening the doors was so that a hospital bed could fit through the doors...for reasons nobody can tell me why!



# HIGH LEVEL Alberta



## Canadian Northern Corridor Community Engagement Program Back to Community Report: *High Level, Alberta*

### Engagement Overview

On March 2<sup>nd</sup>, 2022, the University of Calgary's School of Public Policy hosted a community engagement, Exploring Northern Pathways to a Connected Canada, for the Canadian Northern Corridor (CNC) Research Program. This virtual event was the first of a series of nineteen community engagements for the CNC Research Program. The event was held via Zoom (6:00 PM – 8:00 PM MDT) and brought together residents of High Level, AB, and neighbouring communities in Mackenzie County to discuss the feasibility, desirability, and acceptability of a connected series of infrastructure corridors throughout northern Canada. The engagement session was facilitated by Cascade Projects and attended by two researchers from SPP.

Seven community members registered to participate and five attended the engagement session. These five members of the community included Indigenous and non-Indigenous residents of High Level and Mackenzie County, business owners and public officials, as well as long-term residents and relative newcomers to the area. Follow-up interviews were also held with two community members who were not able to attend the original engagement session.

### Findings Overview

High Level and Mackenzie County were described by participants as having both a wealth of existing social and economic assets as well as great potential for future development. Positioned at the crossroads of the region's major transportation routes, and connected by road to the Northwest Territories, participants discussed High Level's potential to become a greater service centre for the region by offering not only more economic opportunities and a high quality of life but expanded access to educational resources and healthcare services. However, participants also described the region's challenges to development, including under-investment in services and infrastructure, and fiscal inequities between northern and southern Canada. Participants agreed that corridor development could support many of the region's development goals but would require a balanced approach and a high level of engagement with local communities.



Key opportunities, challenges, and concerns discussed during the community session are summarized below.

***High Level is well positioned to take advantage of expanded connective infrastructure in northern Canada***

Participants felt that both the town of High Level and the surrounding area of Mackenzie County are already well positioned to be part, and take advantage, of an expanded northern infrastructure network. High Level sits at the crossroads of Provincial Highways 58 and 35; while Highway 58 is the only major east-west route in northern region of the province, Highway 35 is the province's only paved road connecting Alberta to the Northwest Territories and one of only two paved roads connecting the territory to the southern provinces. High Level is additionally a rail hub, serving as a grain terminal for the surrounding region and exporting northern agricultural products to ports in Prince Rupert, BC and the BC Lower Mainland. Rounding out High Level's existing status as a 'connectivity point' is its role as an energy hub, connected to both Hardisty, AB (home of a large tank farm<sup>1</sup> and a nexus of energy pipelines) and Norman Wells, NWT<sup>2</sup>, a site of oil extraction on the Mackenzie River. Participants additionally described High Level as the commercial and services hub of the region, with the next nearest service centre being Grand Prairie, about 450 km away; Edmonton is about 750 km away, nearly an eight-hour drive. This distance from other population centres was described as a sort of asset for the community, with the difficulty of easily leaving the region fostering a closer sense of connection community and positioning the community to expand its service offerings. High Level's airport is the largest in the region, both in terms of scheduled and charter flights.

***Key regional challenges include internet access, housing quantity and quality, the quality of ground-based transportation options, and the quality and availability of services.***

Despite the region's status as a crossroads, participants expressed concern regarding a lack of redundancy in existing transport infrastructure, pointing out that there is 'one road in, one road out [of town].' What this translates to is a risk to the resiliency of existing supply chains. This fragility was demonstrated during the 2019-20 Chuckegg Creek Wildfire, which temporarily cut off the only paved route between Alberta and NWT, and during the more recent 2021 floods in British Columbia, which damaged rail infrastructure and resulted in empty grocery shelves in many northern communities.

Outside of the main thoroughfares of Highways 58 and 35, many communities outside of High Level do not have stable, land-based connections (road or rail) to the rest of the region. An example given of this is Fox Lake, a First Nation community approximately 150 km east of High Level that does not have year-round road access, relying instead on ice roads in winter and water access in the summer months. One participant described the challenge of getting essentials like medications to communities like Fox Lake, particularly during shoulder seasons when ice bridges can no longer be used but the river isn't open

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<sup>1</sup> The installation in Hardisty is a crude oil and petroleum storage facility and a pipeline hub. The participant used the term 'tank farm' which is an alternative term for this type of facility.

<sup>2</sup> The Norman Wells pipeline runs from the NWT through Zama, AB to Rainbow Lake, AB, about 135 km west of High Level



enough for watercraft. Air transport remains an option at these times of year but, as participants pointed out, air travel may be prohibitively expensive for residents. Another participant related that, in the smaller town they used to live in, whether or not you bothered to try and get groceries on a given day depended entirely on the state of the road; when it was in poor shape, no trips could be made that day.

One participant cited the lack of accessible travel options as a potential drawback for people relocating, or considering relocating, to the region. They gave the example of many teachers in the area coming from the Maritimes and the difficulty they faced in being able to travel back East to see friends and family, suggesting that, 'that seems to bother people more than anything else.' Unreliable or absent transport infrastructure was also described as a barrier in attracting new business and investment to the area. Another participant described many of the region's potential assets, including its residents, as 'stranded resources' kept inaccessible by poor infrastructure.

Housing was cited as a significant barrier to development, both in High Level itself and Mackenzie County more generally. Participants noted that the current shortage of housing, the cost of housing, and the lack of local homebuilders are issues not only for current residents of the region, but for potential new residents and businesses. A lack of affordable housing is limiting both the region's capacity to bring workers and families north as well as its ability to retain newcomers and help them become part of the community; that is, to attract permanent residents rather than just transient workers. Limited year-round, paved road access was also cited as a contributor to the housing shortage as reliance on alternatives such as ice and gravel roads and load restrictions on some bridges restrict both the movement of home-building supplies as well as the size of modular housing that can be brought into more remote communities in the region. Building materials were described as being designed for southern construction and not always up to the challenge of northern conditions. For example, roads and sidewalks require greater effort and resources to maintain, as the region's sometimes extreme seasonal and diurnal (during the day) freeze-thaw cycles result in a high level of wear on asphalt and concrete. Similarly, housing materials designed for long-term wear in southern Canada can wear out in a matter of years, increasing the cost of maintaining or changing homes. A short construction season, courtesy of the region's long, cold winters was also cited as a challenge to expanding regional housing stock.

In addition to gaps in physical infrastructure, all participants expressed frustration with the region's lack of access to high-speed, or broadband, internet, which was described as limited even within High Level, particularly in newer parts of the town. Participants described a 'digital divide' between communities and residents with good internet access and those without, while pointing out that the cost of ensuring high-speed access for all residents was often prohibitively expensive for smaller communities. Several participants expressed that government intervention would be needed to ensure universal access to high-speed internet for the whole region, as private businesses and investors would likely be put-off by the lack of return on investment that would accompany development in a region with a low population density.





One participant agreed that there is often a poor 'business case' to be made for northern development as 'the economics don't play out' but that the 'social economics' needed to 'take a front seat' instead. In other words, the benefits of attracting and keeping residents and businesses by offering a quality of life comparable in terms of services to that experienced in southern Canada would out-weigh strictly monetary returns. Another participant pointed out that large, government-sponsored infrastructure projects used to be pursued with consideration to how the whole country could benefit. Now, it seems like what gets done is dependent on the election cycle, i.e. what can be built that will garner the most votes? 'Leaders in this country have lost sight of what infrastructure really means and they use it as a tool for re-elections.'

However, a participant who spoke with the research team after the engagement session pointed out that investment, whether it comes from the government or private industry, wouldn't be enough unless local capacity issues were also addressed; they cited as an example the lack of skilled workers and professionals in the region. According to this participant, a large proportion of the local hospitality industry is already made up of immigrants to the area, particularly High Level itself. And while immigration is one way to bolster the local workforce, it comes with its own challenges. For example, while the Alberta Advantage immigration program is designed to respond to local interests by asking communities about their needs, the process downloads a great deal of responsibility and bureaucracy onto local governments without additional funding. Immigration also means new cultural communities who have their own needs in terms of programming<sup>3</sup> and infrastructure, which translates to increased demands on municipal budgets. The participant provided the example of a recently constructed cricket pitch built to respond to a growing Indian community in High Level.

Gaps in 'soft' infrastructure such as educational and medical services were also matters of concern for participants. A lack of educational opportunities, such as trade schools, in the region was cited as a pressing issue both in terms of building skilled pools of local labour and in population retention, particularly of younger residents who have to leave the region to pursue post-secondary education. Many younger people who leave for school choose not to return and their parents may then also choose to leave in order to be closer to children and grandchildren. Those who don't pursue more education or training after high school may find it difficult to find stable, well-paid employment. Expanded educational options would give youth 'a reason...to be educated, to be engaged in the work force, and to stay home.' Having to travel to larger centres for medical services, and the added difficulty of travelling from smaller communities due to poor infrastructure, was also cited as a significant challenge for area residents.

Finally, participants discussed the challenge of development in northern Alberta due to the quantity of Crown land in the region. Waiting on a long-anticipated land use plan for the region was also cited as stalling potential development.

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<sup>3</sup> This term, used by the participant, likely refers to social programming such as educational and recreational activities and culturally sensitive social supports





***Northern needs and priorities are poorly understood by southern planners and policy-makers***

A major issue that emerged during the engagement session was the disconnect between policies designed in, and for, southern Canadian contexts that fail to address the realities of living and working in more northern parts of the country. Participants felt that ‘southerners’ just don’t ‘get’ what life in the North is like, citing the issues discussed above as well as the generally higher cost of living in northern regions. They described poor understanding on the part of southerners of the implications of northern living including diminished access to everything from goods and services to ‘a way out of town’: one participant described southern residents as having ‘42 ways of getting anywhere’ while many northern communities lack even a single year-round, ground-based route out of town.

Participants described underinvestment in northern infrastructure on the part of government, with one participant talking about how it felt to look at what was being built ‘down south’ and imagining what could have been built up north for the same investment of money and resources. They cited as an example the construction of the Anthony Henday overpass in Edmonton, a recent project with a price tag of \$36 million. At the same time, participants pointed out that the investment that did come into the North was often insufficient as southern decision-makers failed to recognize the increased cost of infrastructure development and maintenance in the region; one participant estimated that northern municipalities have to allocate 30-40% more funds to equivalent projects compared to their southern counterparts. Participants also pointed to a lack of appreciation of the size of the region<sup>4</sup> and the corresponding size of investment needed to effectively connect the region’s communities.

A limited understanding of northern needs and priorities was attributed significantly, though not entirely, to a lack of meaningful and useful data on northern regions, including northern Alberta. One participant described a continued reliance on Statistics Canada on the part of policy and decision makers despite the ‘deplorable’ quality of that body’s data when it comes to the North. Housing costs and population density were two particular areas where a lack of data was cited as having a negative impact on infrastructure development and investment. The region has had to take the step to collect and collate its own data: the Alberta Northwest Species at Risk Committee published a State of the Region Report in 2021, covering areas such as food security, access to services, and labour force activity. Participants pointed out that improved connective infrastructure like roads and broadband wouldn’t just mean a greater ability to receive goods and services from the South but would enable greater resilience within the North itself by, amongst other things, reducing dependence on southern transportation and trade routes. Some participants felt that the resources of northern regions like Mackenzie County were continuing to foster development in southern Canada while receiving comparatively little in return: that ‘the North has been supplying the South with a lot of things’ for a long time and that it’s time for the North to get its fair share in terms of investment and development.

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<sup>4</sup> Mackenzie County is the largest county in Canada





***Opportunities for regional collaboration are often inhibited by regulation and jurisdictional issues***

In a post-engagement session conversation, one participant described the challenges of regional collaboration, particularly between municipal bodies and local First Nations. The participant used a recent issue surrounding the delivery and storage of drinking water to Beaver First Nation whose

communities are located about 50 km from High Level. The Nation received federal funding for a water treatment plant; however, it did not receive funds to repair or replace the Nation's water cisterns, which were negatively impacting water quality. It was suggested that the funds for a water treatment plant be redirected to linking the Nation's communities to Mackenzie County's existing distribution system, a plan that was supported by the County. However, the federal government would only approve funds for the treatment plant. Conversely, the province would provide funding for a distribution system but only if there was an extended boil water advisory. These circumstances combined to prevent the County and the First Nation from collaborating on an effective solution to the latter's drinking water problem. And while Beaver FN now distributes water by truck from the treatment plant to the community, it is not able to extend the same service to neighbouring FN communities which must receive their water by truck from Fort Vermillion instead.

This participant offered the above example in the context of current efforts of another First Nation, Tallcree, to receive water services, a process that was described as being similarly stifled by jurisdictional issues between federal and provincial governments. Jurisdictional issues were also cited as a serious challenge in social services such as those for individuals experiencing domestic violence or dealing with addiction, who are often bounced back and forth between services and case workers funded by different governments (for example, if they have to leave their community for safety reasons.)

In general, this participant described a sort of jurisdictional inflexibility that stands in the way of effective collaboration between neighbouring communities while acknowledging that, while all municipalities are 'creatures of the province', treaties, as well as arrangements between individual First Nations, Tribal Councils, and non-indigenous bodies, can differ significantly, resulting in unique circumstances and challenges to collaboration. This was highlighted by the example of the differences in control over development of Métis settlements and First Nations: Métis settlements operate more like municipalities and can own land outright, allowing them both greater freedom to develop community lands as well as access to larger and more diverse funding streams. This has resulted in significant economic discrepancies between First Nation and Métis communities in the region.

These challenges were echoed during another post-engagement discussion during which the participant discussed a successful collaboration between the municipality and First Nations to extend municipal drinking water to nearby Dene Thá communities. However, this was accomplished through grant money from the United Nations Declaration on the Rights of Indigenous People (UNDRIP) rather than funding from a Canadian government or body. A similar expansion of sewage infrastructure is now needed but no programs currently exist that would allow the municipality and the First Nation to jointly fund this





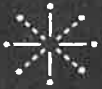
project. This participant explained that 'we work with our neighbours' but sometimes government gets in the way.

***Corridor development could offer great opportunities for the region but must be carefully balanced with cultural, political, and social considerations***

***Opportunities:*** The idea of a multi-modal corridor, or network of corridors, was generally seen as a positive for High Level and Mackenzie County. In particular, the 'security' that would come with such a development was seen as a part of corridor development that could have wide-spread benefits for both municipal and Indigenous communities as well as for potential investors. It would support the creation of a coherent development strategy for the region; give residents the security of knowing what kind of development could happen and what wouldn't be permitted; and consolidate the ecological footprint of infrastructure development, protecting the natural spaces that participants found such an appealing part of living in the North. One participant described the need for a 'balanced working landscape' that would allow for economic development alongside environmental protection and felt that a corridor could 'absolutely' support that goal. Participants described the appeal of planning for 'multiple generations' and of being involved from the conceptual beginnings of potential corridor development rather than being brought in to discuss a fully-fledged project. Greater government investment in the region's infrastructure through corridor development was also seen as potentially creating an incentive for greater private investment.

Participants described some of the opportunities that corridor development might open up for both High Level and Mackenzie County. As noted above, participants described High Level as being in a 'pivotal' location according to the notional Northern Corridor route, sitting at the intersection of the two major highways in the region as well as the railway. The community is also the primary service centre for the surrounding region, a role that some participants suggested both could and should expand, particularly as the region becomes less dependent on natural resource extraction. Expanded economic opportunities as well as health and educational services, would decrease the need for residents to leave the region to find employment, treatment, and post-secondary schooling further south. Easier access through improved transportation infrastructure would also open up the region's tourism potential.

Mackenzie County is already a significant agricultural area and participants suggested that improved transportation infrastructure could allow the region to expand its agricultural exports, both domestically and internationally. Expanded agricultural and transport capacity could also reduce the cost of animal feed and support meat production in the region. This could, in turn, reduce the region's, and the North's, dependency on imports from southern Canada: 'Our region could help feed the North.' The idea of greater northern self-sufficiency also came up during the discussion about discrepancies between southern and northern Canada during which participants agreed that their communities have more in common with their counterparts in the territories than those in southern Alberta and that improved connective infrastructure would support regional and cross-border trade and collaboration on shared interests with territorial communities.



*Environmental concerns:* Participants discussed some key concerns to keep in mind when considering if and how corridor development should be approached in northern Alberta. Environmental concerns were a priority, as participants pointed out that the region's 'wide open spaces' are a significant appeal of living in the North. Corridor development was seen as being possibly beneficial in its potential to contain the environmental impact of infrastructure construction and operation, but exact routes would have to be carefully considered: 'we don't want to lose why we all love being here.' However, it was also pointed out that co-locating key infrastructure (i.e. placing it in a shared footprint) could make it vulnerable to events like wildfires. Participants agreed that any potential corridor would have to be more than an energy corridor and would need to be framed and planned as something more like an 'economic' corridor that would allow for opportunity and growth while having minimal environmental impact.

*Impact on communities:* Participants additionally spoke about the potential impact on local communities of the increased trade, traffic, and immigration that expanded and improved infrastructure could bring. Previously isolated communities could experience significant economic and social changes if a new corridor was established nearby or if the community became a 'hub' through corridor development; an examination of resource boom communities demonstrates the potential impact of increased incomes and transient labour. One participant pointed out that some communities may not want a large infrastructure project in or near them as their smallness and remoteness may be highly valued by residents. Increased traffic could also result in services becoming more geared towards people moving through the region rather than local residents. Overall, participants expressed a need to balance increased economic opportunities and a lower cost of living with the region's existing quality of life.

*Indigenous Peoples:* Participants were clear that any corridor development would require the participation and buy-in of the region's Indigenous communities, as well as consideration for treaty rights and traditional land use patterns. They pointed out that many Indigenous communities in Mackenzie County are working hard to maintain their cultural and linguistic heritages and that, as the area is opened up by corridor development and new populations move in, particular attention and support would need to be given to things like language education in Indigenous communities to ensure their survival. Corridor development would also have to be approached with a sensitivity to the unique impacts large-scale infrastructure development may have on Indigenous communities.

*Local engagement:* Though they were clear on the priority of engaging with the region's First Nations and Métis communities, participants also felt that the involvement of non-indigenous locals would be crucial to any corridor development process. Engagement with affected communities would have to start early and be on-going and relationship-building would have to be a key part of successful engagement. To create local buy-in, development, and conversations about it, would need to align with local values. One participant gave an example of this as framing corridor development as not just a project for today, but one that would benefit future generations as well and help keep residents' children and grandchildren in their hometowns. This participant also suggested framing it as an opportunity for community members to guide their region's development: 'Life is all about to change and how do we become controllers of our own destiny.' Conversation with communities about corridor development would have to begin early – 'while [the corridor] is still an idea' and not a 'full-fledged project' – and be conducted 'out in the open,' prioritizing accessibility and transparency.





### **Conclusion**

Though participants expressed great enthusiasm for their region's social and economic potential, and agreed that corridor development could be an effective way of supporting regional and community needs and goals, they also expressed concerns about the speed at which potential changes could arrive – namely, that they may come too late. Participants described some residents, after years of watching local industrial operations down-size or shut down, as becoming 'complacent' about loss; another used the same word to describe how some communities have just gotten used to a lower quality of life compared to their southern counterparts. Participants expressed frustration with recurring conversations about development and policy that never seem to lead to any positive changes. Meanwhile, 'if nothing changes in the next two to three years...we're on a downward slide.'





### About this report

The contents of this report were taken exclusively from the Canadian Northern Corridor (CNC) research team's engagement with community members. Interpretation and analysis of the data has been kept to a minimum to retain as much of participants' own words, phrases, and expressions as possible. In other words, we have tried to make sure that this summary reflects participant voices and not those of the research team.

This report is being returned to engagement participants to give them an opportunity to review the data they have contributed to the CNC Research Program before any of it is published or otherwise shared with individuals or groups outside of the community. Comments, feedback, additions, and concerns can all be sent to the research team and will be incorporated into a revised version of this report. Deletions or removal of particular portions of the report can also be requested. The revised version will then be used by the research team to write reports, academic papers, articles, and presentations.

*All feedback and comments can be sent to Emily Galley, CNC Research Coordinator at [emily.galley@ucalgary.ca](mailto:emily.galley@ucalgary.ca). Please submit your comments no later than **October 31, 2022**.*

The University of Calgary Conjoint Faculties Research Ethics Board has approved this research (REB21-1473). If you have any concerns about the way you have been treated as a participant or about how this research has been conducted, please contact the Research Ethics Analyst, Research Services Office, University of Calgary at 403.220.6289 or 403.220.8640; email [cfreb@ucalgary.ca](mailto:cfreb@ucalgary.ca).

