thrive.
Okanagan

Thrive Okanagan

Goals for Well-being Framework

Table of Contents

Thrive Okanagan Goals for Well-being Framework At a Glance..... 1

Executive Summary..... 2

Purpose and Scope..... 2

Development Process..... 4

Approach to Well-being 5

How to Read the Framework..... 6

Call to Action 7

Project Development and Next Steps 7

Thrive Okanagan Goals for Well-being Framework 8

Social and Cultural Environment 8

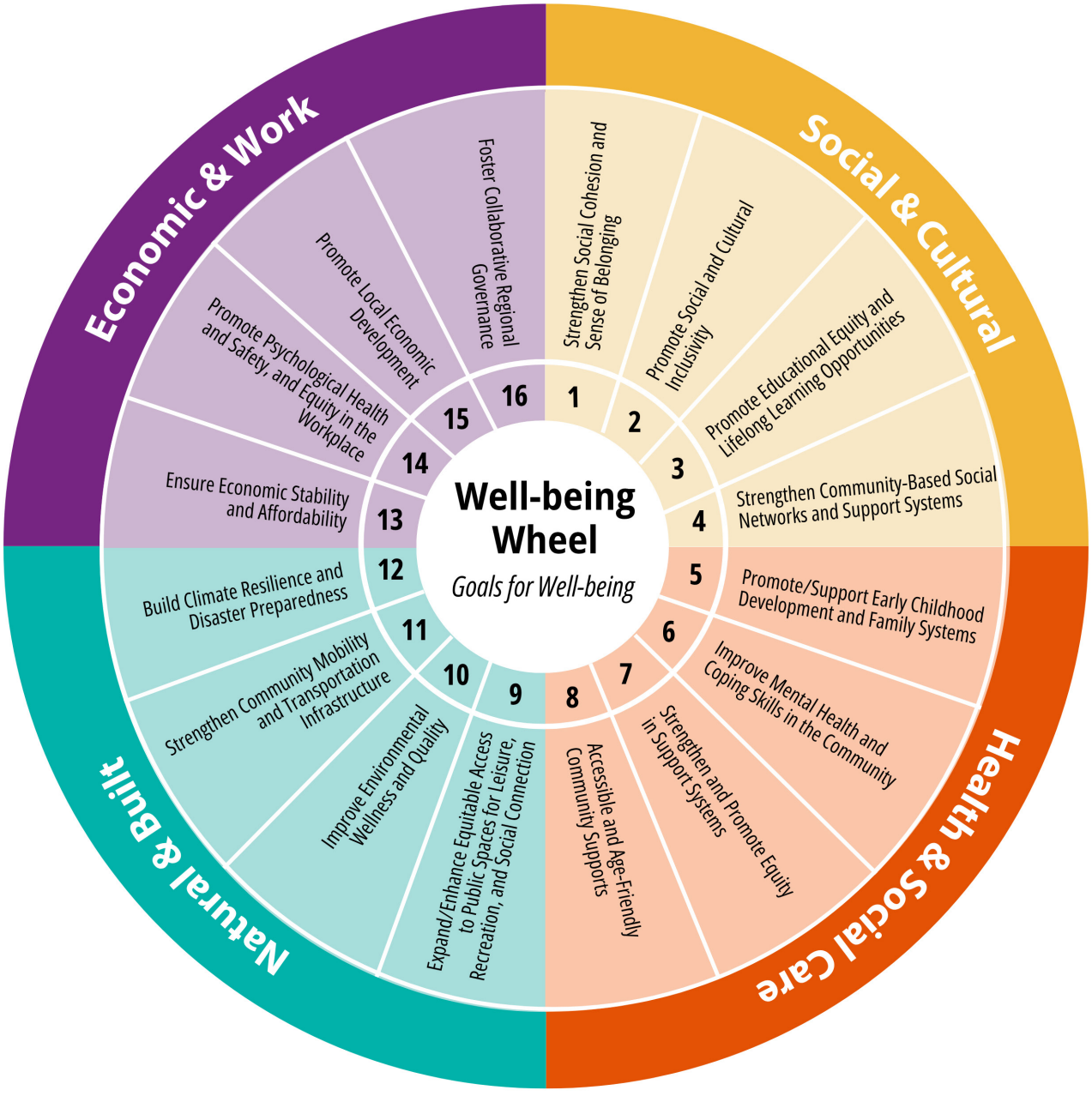
Health and Social Care Environment 10

Natural and Built Environment 11

Economic and Work Environment 13

Thrive Okanagan Goals for Well-being Framework At A Glance

The Thrive Okanagan Goals for Well-being Framework is structured into four environments and 16 goals.



Executive Summary

The *Thrive Okanagan Goals for Well-Being Framework* is a community-driven framework spearheaded by the KGH Foundation, aimed at fostering vibrant mental and physical health, meaningful social connections, and equitable access to resources for all residents of the Central Okanagan. Rather than focusing on individual responsibility, the framework emphasizes systems-level change to address social determinants of health, reduce inequities, and promote resilience and holistic well-being.

Purpose and Scope

Traditional approaches to health and well-being have often been top-down and reactive, focusing on individual responsibility while neglecting the systemic factors that influence both individual and community well-being. This project introduces a systems-based framework to reimagine well-being as a shared responsibility, integrating individual agency with collective action.

The framework identifies four key environments—**Social and Cultural, Health and Social Care, Natural and Built, and Economic and Work**—as essential to supporting long-term community well-being. Within these environments, 16 actionable goals address issues such as mental health supports, social cohesion, access to recreational spaces, and economic stability. These goals provide a foundation for aligning stakeholders, catalyzing systemic change, and measuring progress through clearly defined indicators.

Environments for Community Well-Being

Key areas of focus to drive sustainable, systemic changes that improve quality of life for all community members.

Social and Cultural Environment

Encompasses the systems, structures, and relationships that shape community connections and individual well-being. This environment fosters inclusivity, equity, and opportunities for all to participate fully in community life.

1 GOAL
Strengthen Social Cohesion and Sense of Belonging

2 GOAL
Promote Social and Cultural Inclusivity

3 GOAL
Promote Educational Equity and Lifelong Learning Opportunities

4 GOAL
Strengthen Community-Based Social Networks and Support Systems

Health and Social Care Environment

Focuses on systems and services that promote physical, mental, and social health. Emphasizes equitable access, person-centred care, and holistic approaches to reduce health disparities and support well-being at all life stages.

5 GOAL
Promote/support Early Childhood Development and Family Systems

6 GOAL
Improve Mental Health and Coping Skills in the Community

7 GOAL
Strengthen and Promote Equity in Support Systems

8 GOAL
Improve Access to Comprehensive Health and Well-being Services

Built and Natural Environment

Includes physical surroundings, both human-made and natural, that influence health, safety, and quality of life. Prioritizes inclusivity, accessibility, and sustainability to enhance well-being and social cohesion.

9 GOAL
Expand/Enhance Equitable Access to Public Spaces for Leisure, Recreation and Social Connection

10 GOAL
Improve Environmental Wellness and Quality

11 GOAL
Strengthen Community Mobility and Transportation Infrastructure

12 GOAL
Build Climate Resilience and Disaster Preparedness

Economic and Work Environment

Addresses employment conditions, financial stability, and workplace practices. Promotes equity, inclusion, and sustainable livelihoods to reduce inequalities and ensure economic participation benefits everyone.

13 GOAL
Ensure Economic Stability and Affordability

14 GOAL
Promote Psychosocial Health and Safety, and Equity in the Workplace

15 GOAL
Promote Local Economic Development

16 GOAL
Foster Collaborative Regional Governance

Development Process

The framework was developed using a collective impact approach, engaging a steering committee of over 20 organizations representing government, healthcare, academia, social enterprises, Indigenous communities, and law enforcement. Over six months, this committee integrated diverse perspectives to ensure the framework reflected the unique needs of the Central Okanagan. This inclusive process emphasized equity, collaboration, and long-term impact.

Foundational Influences

The framework draws from multiple models and global best practices, including:

Community Well-being Wheel: Provides a holistic and practical method to measure how projects contribute to community well-being.

Social Determinants of Health (SDOH): Addressing systemic inequalities.

United Nations Sustainable Development Goals (SDGs): Aligning shared goals with measurable, actionable priorities.

Urban Indigenous Well-being Model: Incorporating Indigenous perspectives.

BC Population and Public Health Framework: Focusing on prevention and equity.

Additionally, the framework was cross-referenced with key local documents, policies, and plans to ensure alignment with municipal and regional goals within the Central Okanagan. The reviewed documents include *Imagine Kelowna*, *Vision to 2040*, the Official Community Plans for the Cities of Kelowna and West Kelowna, the *City of Kelowna Community Safety Plan (CSP)*, and the *2023 Central Okanagan Vital Signs Report produced by the Central Okanagan Foundation*. Additionally, the framework was aligned with the United Nations' Sustainable Development Goals (SDGs). Details on the framework's alignment with these documents will be provided in future reports.

Guiding Concepts

The framework emphasizes addressing systemic, upstream causes to promote well-being across all life stages and in environments where people live, work, and play. It integrates three key concepts:

- **Systems Thinking:** Recognizes that well-being is shaped by social, cultural, political, historical and economic structures, as well as the distribution of power, resources and decision-making.
- **Upstream Focus:** Aims to prevent problems at their root by transforming systems of care and support, reducing the need for later interventions, and building both individual and collective capacity for resilience. **5**
- **Collective Impact:** Rooted in the idea that aligning efforts, resources, and strategies across sectors—such as government, nonprofits, businesses, and communities—leads to more sustainable and impactful solutions compared to isolated or fragmented initiatives.

Approach to Well-being

A key milestone of the project was defining well-being. Through several iterations and the project's steering committee, the following definition was developed. This definition aligns closely with the World Health Organization's 2021 concept of well-being, which recognizes it as a "resource for daily life."[1] It emphasizes that well-being is not confined to an individual or a single community and is dynamic, constantly evolving rather than a fixed state.

This Framework Understands Well-Being to be:

> ***Well-being is both a positive state experienced by individuals and communities and an ongoing process shaped by social, economic, and environmental conditions.***
>
> ***It encompasses quality of life and the ability of people and communities to contribute to the world with a sense of meaning and purpose.***

1 https://www.bing.com/ck/a?!&&p=d0f63b9e15607381c272bf64df515408d9bd7855dd7403dd4fe8cb0099b3e993JmltdHM9MTczMjA2MDgwMA&ptn=3&ver=2&hsh=4&fclid=03f25bdd-a58d-66f2-2934-4f8ba44467ze&psq=Health+Promotion+Glossary+of+Terms+202&u=a1aHR0cHM6Ly93d3cud2hvLmludC9wdWJsaWNhdGlvbnMvaS9pdGVtLzk3ODkyNDAwMzgzNDk&ntb=1

Principles and Perspectives for Community Well-Being

This framework, shaped by insights from the steering committee, is built on key principles and perspectives to guide aligned, equitable, and actionable community efforts.

- **Equity:** Prioritized as a core principle, the framework emphasizes just and fair inclusion, addressing systemic inequalities to create opportunities for all and ensuring equity underpins all goals, evaluations, and actions. 6
- **Reconciliation:** While not an Indigenous-specific framework, it integrates Indigenous perspectives of wellness, acknowledges harms caused by Western health views, and promotes a holistic, equitable approach to well-being.
- **Collaboration:** A systems approach connects cross-sector expertise, resources, and local knowledge to tackle complex community challenges through collective action.
- **Autonomy and Agency:** Balancing individual agency with collective action, the framework empowers individuals and communities to shape their vision of well-being through inclusive, shared decision-making.
- **Informed Decision-Making:** Grounded in data, the framework drives strategic, evidence-based actions with a commitment to transparency, evaluation, and knowledge sharing across sectors.
- **Well-Being Across Life Stages:** Flexible and responsive, the framework addresses evolving well-being needs throughout life, aligning with Indigenous views to support intergenerational health and healing.

How to Read the Framework

The **Thrive Okanagan Goals for Well-being Framework** outlines a strategic approach to enhancing community well-being, inspired by Thrive Toronto's Theory of Change. It consists of **4 key environments** and **16 goals** supported by measurable indicators to guide efforts and assess progress.

- **Environments**: These represent broad areas of life that require focused efforts for longterm, systemic improvements:
    - **Social and Cultural**: Strengthening relationships, inclusion, and equitable opportunities for community participation.

- **Health and Social Care**: Ensuring holistic health, equitable access to care, and reducing health disparities.
- **Natural and Built**: Enhancing physical spaces for inclusivity, accessibility, and sustainability.
- **Economic and Work**: Promoting financial stability, equitable employment, and sustainable economic participation.

- **Goals**: The goals aim to raise awareness, convene partners, expand initiatives, and build capacity to drive systemic improvements across these environments.
- **Indicators/Metrics (Not included in this version)**: Indicators will measure actions and investments in community well-being, with further refinement during later project stages.

Call to Action

The *Thrive Okanagan Goals for Well-being Framework* is intended to serve as the start of a roadmap for collaborative action, enabling stakeholders to identify systemic challenges, prioritize needs, and measure progress. It lays the groundwork for creating inclusive, equitable, and sustainable systems that support the health and well-being of all community members, inspiring ongoing improvement and collective accountability.

Project Development and Next Steps

The *Thrive Okanagan Goals for Well-being* project is in its initial phase, focusing on collaboration with a diverse steering committee of professionals from non-profits, service providers, and government agencies. This phase prioritized defining "community well-being" and developing the foundational framework.

The framework is designed to be sustainable, adaptable, and practical, accommodating varying levels of data, resources, and time. Future phases will include further refinement, piloting with select community organizations, and incorporating insights from testing to enhance its effectiveness and alignment with the broader Thrive Okanagan vision and goals.

Thrive Okanagan Goals for Well-being

Social and Cultural Environment

Refers to the systems, structures, and relationships that shape the social fabric of communities and support individuals across their lifespan. It includes the norms, values, and interpersonal connections that influence behaviour, well-being, and opportunities for self-realization. This environment is characterized by its ability to create inclusive systems and equitable opportunities that enable everyone to participate fully in community life.



Strengthen Social Cohesion and Sense of Belonging

INDICATORS

- **Community Engagement**

  Organized opportunities for community members to participate in events, volunteer activities, and social gatherings.

- **Social Cohesion**

  The strength of relationships and mutual support among community members, fostering trust and collaboration.

- **Recreational Activities**

  Range and quality of community-based recreational options, including sports and arts, available to residents.



Promote Social and Cultural Inclusivity

INDICATORS

- **Social Inclusion**

  Policies and practices that promote diversity, equity, and access for all members of the community.

- **Cultural Diversity**

  Recognition and celebration of diverse cultural traditions and practices within the community, including heritage preservation.

- **Cultural Safety and Integration**

  Community efforts to ensure that all cultural groups feel supported and included in societal systems and practices. This means not only fostering a sense of safety and ease but also empowering all community members and cultural groups to fully and actively participate in the community.



Promote Educational Equity and Lifelong Learning Opportunities

INDICATORS

- **Educational Access**

  Availability and quality of educational resources and opportunities accessible to all community members.

- **Educational Milestones**

  Achievement of key educational outcomes, such as graduation rates and literacy levels, within the community.

- **Cultural Knowledge Integration**

  Incorporation of cultural and Indigenous knowledge into educational curricula and community programs.



Strengthen Community-Based Social Networks and Support Systems

INDICATORS

- **Youth Friendly Community Spaces**

  Availability of safe, inclusive spaces where youth can gather, socialize, and engage in meaningful activities.

- **Youth Leadership and Engagement Opportunities**

  Programs that promote youth participation in decision-making, such as youth councils and advisory boards.

- **Social Support Networks**

  Opportunities for individuals of all ages to connect with mentors, peer groups, and

professionals through programs and community networks, providing safe spaces for support and relationship-building.

Health and Social Care Environment

Refers to the systems, services, and conditions that support physical, mental, and social health, emphasizing equitable access, person-centered care, and community-based approaches. This perspective prioritizes holistic well-being, social inclusion, and reducing health inequalities to ensure all individuals can thrive throughout all stages of their lives.



Promote/support Early Childhood Development and Family Systems

INDICATORS

- **Access to Family Supports for Early Development and Youth**

  Availability and accessibility of resources, programs, and services to support families and the health and development of children and youth.

- **Accessible Mental Health Services**

  Availability of affordable, youth-specific mental health services, including drop-in counselling and crisis support.



Improve Mental Health and Coping Skills in the Community

INDICATORS

- **Mental Health Practices**

  Systems that support physical activity, nutrition, stress management, and self-care, influencing community mental health outcomes.

- **Coping Skills**

  Frameworks and resources in place to help manage stress and anxiety within the community.



Strengthen and Promote Equity in Support Systems

INDICATORS

- **Social Support Networks**

  Availability of culturally diverse emotional, financial, and practical support through community systems, families, and organizations.

- **Equitable Access**

  Systems ensuring fair availability of health, education, housing, and social services for all community members.

- **Coordination Between Groups**

  Cross-sector referral pathways, digital navigation platforms, warm handoffs, and interagency coordination.



Improve Access to Comprehensive Health and Well-being Service

INDICATORS

- **Policies and Programs to Enable Universal Access**

  Policies and programs that reduce barriers and apply harm reduction principles to create accessible, equitable, and supportive services for diverse populations.

- **Autonomy and Choice in Supports**

  Sufficient and diverse options for health and well-being support, allowing informed individual decisions.

- **Coordination Between Groups**

  Digital platforms and dashboards to drive coordinated action and system-level planning.

Natural and Built Environment

Refers to the physical surroundings—both human-made and natural—that influence the health, safety, and overall quality of life of individuals and communities. It emphasizes creating spaces that promote inclusivity, accessibility, and sustainable living, contributing to individual wellbeing and social cohesion.



Expand/Enhance Equitable Access to Public Spaces for Leisure and Recreation and Social Connection

INDICATORS

- **Access to Recreation and Leisure Spaces**

  Availability and accessibility of parks, green spaces, and recreational areas for community use.

- **Community-Oriented Urban Design**

  Policies and programs that promote the design of public spaces that enhance residents' quality of life while fostering a sense of belonging, connection, and inclusivity.



Improve Environmental Wellness and Quality

INDICATORS

- **Environmental Wellness**

  The stewardship and condition of natural environments, including efforts to sustain and enhance resources such as air, water, and green spaces, to support community wellbeing.

- **Environmental Quality**

  The standards of air, water, and soil quality, and the presence of environmental hazards affecting the community.

- **Mental Wellness Benefits**

  Psychological advantages derived from community access to natural spaces, reducing stress and anxiety.



Strengthen Community Mobility and Transportation Infrastructure

INDICATORS

- **Transportation Infrastructure**

  Quality and accessibility of public transit, bike lanes, and pedestrian pathways within the community.

- **Community Mobility**

  Systems ensure ease of movement for residents of all ages and abilities, including those with disabilities.



Build Climate Resilience and Disaster Preparedness

INDICATORS

- **Disaster Preparedness**

  Community readiness and systems in place for responding to natural disasters and emergencies.

- **Climate Resiliency**

  Community capacity to adapt to climate change and implement sustainable practices.

Economic and Work Environment

Refers to the conditions and systems that shape employment opportunities, financial stability, and workplace practices, emphasizing equity, inclusion, and the holistic well-being of individuals and communities. This perspective focuses on fostering sustainable livelihoods, reducing inequalities, and ensuring that economic participation benefits all members of society.



Ensure Economic Stability and Affordability

INDICATORS

- **Economic Stability**

  Overall financial security in the community, ensuring consistent access to essential resources like wellness amenities, housing and healthcare.



Promote Psychological Health and Safety, and Equity in the Workplace

INDICATORS

- **Workplace Mental Health Policies**

  Organizational policies and practices that support employee mental health and psychological safety and outline available resources for support.

- **Access to Mental Health Resources**

  Availability of mental health support services, such as counselling and Employee Assistance Programs (EAPs), in the workplace.



Promote Local Economic Development

INDICATORS

- **Local Economic Development**

  Initiatives that foster economic growth in the local community, supporting small businesses and job creation.

- **Fair Wages**

  Ensuring local wages are sufficient to maintain a reasonable standard of living for all residents.

- **Job Training and Youth Employment Opportunities**

  Providing community members, including youth, with access to programs that teach job skills or offer upskilling opportunities, such as co-op placements, vocational training, and skill-building workshops.

GOAL 16

Foster Collaborative Regional Governance

1. Underscore regional governance accountability and shared responsibility
2. Support advocacy efforts for other levels of government

INDICATORS

- **Governance Effectiveness**

  Evaluates the efficiency and effectiveness of local governance structures and processes in addressing community needs and implementing policies.

- **Intergovernmental Collaboration**

  Evaluates the frequency and effectiveness of governments working together with each other and with community organizations to address community needs across and within municipalities.