

Emma: (silence)

Hi everyone. Good evening. [French 00:00:27]. So, thank you for your time today and welcome to the National Indigenous Fire Safety Council Project Fireside session for Quebec. And this is going to be a bilingual presentation. So, Monte, this one will be longer than all of the others.

[French 00:00:49]

Thank you everyone for your time today. My name is Emma, and I'm the director of program delivery for the NIFSC Project. I'm speaking to you today from Traditional [inaudible 00:01:17] Territory near Kamloops, BC. I'm going to provide you with some background on the project, a bit of information about what we've been doing and what's going to be next, and then I'll hand over to the AFAC executive director, Blaine Wiggins, for a question-and-answer session. To answer a question, just simply type your question to me in the chat and then I'll ask Blaine your questions. And he'll be joined by Arnold Lazar, who is going to help him with the interpretation.

[French 00:01:48]

Okay. Let me just get ... Too many things going on, on my screens here.

[French 00:03:03]

Sorry. I apologize. I have to host the meeting as well while we're waiting for Blaine to dial in. Okay. So firstly, it's important that we cover off who the Aboriginal Firefighters Association of Canada is so that you can understand how that fits in with the National Indigenous Fire Safety Council Project. The Aboriginal Firefighters Association of Canada, or AFAC, was established in 1991 by Indigenous firefighters and is a united body of regional Indigenous emergency and fire service organizations from across Canada. AFAC is committed to raising awareness of the fire and life safety challenges in Indigenous communities and improving the outcomes. They work with national, regional, and local Indigenous and non-Indigenous organizations and with individual communities to bring about change. The National Indigenous Fire Safety Council Project is the culmination of many years of hard work to get meaningful backing from the government to create an organization that will allow communities to determine their own fire and life safety outcomes.

What does for us by us mean? The NIFSC project is an Indigenous organization for Indigenous communities. Everything that we do is grounded in information from Indigenous communities and it's about looking at what you need and want, what has been successful in the past, and what has worked and what has not worked well. Some of the ways that the project supports communities are by helping communities to understand how fire and life safety standards are beneficial, providing the training to achieve, monitor, and maintain standards,

supporting access to adequate funding for sustainable services, and assisting communities in ensuring that capital infrastructure is of quality.

And I did see Elder Allan is rejoining now. So, we will pause once he's reconnected so that we can do our opening. Let me just get Allan back on here. Hi, Allan. I'm sorry. We managed to lose you there. I will hand over to you to please do our opening.

Alan: [French 00:07:07]

That will be about the extent of my French tonight. Okay.

[Non-English 00:07:21]

All my relations, thank you. Creator, thank you for another day. Thank you for bringing us together today. Thank you for the gift of technology so that we are able to meet and stay safe from this strong sickness. We ask that you help us and guide us, so as we can help others. Creator, give us acceptance, patience, and understanding of each other. Thank you, all my relations.

Emma: Wonderful. Thank you, Allan. And I know you have to jump out for another meeting, but we will see you later on for our closing. So, thank you very much.

Alan: Yeah. I'll be back in time for the closing prayer.

Emma: Much in demand this evening. Okay. Thank you, everyone. We'll go back okay.

[French 00:09:06]

Sorry. Too many different things clicking here.

[French 00:09:24]

The AFAC Board of Directors is committed to the inclusion of all Indigenous peoples, both in AFAC's current inception and in the development of the National Indigenous Fire Safety Council. The AFAC Board is currently undergoing governance changes that include extending invitations to Inuit and Métis peoples to serve on the current AFAC Board and to participate in the strategic direction and development of the NIFSC. The governance goal of the NIFSC is to reflect all Indigenous Peoples. Because of limitations on federal policy, we're currently only able to deliver programs and services on reserve, and we're working with the government to remove these barriers. All of the programs that we're developing can be used right now by anyone. We've deliberately designed them that way and we will continue to do so.

This diagram shows how community needs are really at the core of everything that we do. The project always has been and always will be driven by

community needs, designed by Indigenous communities for Indigenous communities. Between October 2018 and November 2019, we ran engagement sessions to provide information and gather input. We listened to communities to better understand current challenges and gaps across the country. We heard that immediate action is needed to address the multitude of fire and life safety issues in our Indigenous communities. As we develop programs and services, they're tested in communities and feedback is then incorporated into the product. We are absolutely committed to continuous improvement and our programs will always be evaluated and redesigned to meet evolving needs.

[French 00:13:43]

How will the NIFSC make a difference for you? As an ongoing organization with sustainable funding, excuse me, it means that the NIFSC will always be around. Communities can come to us with your questions and be confident that you'll receive sound advice. You know that we're a reliable source for quality and programs and services. The National Incident Reporting System will make an enormous difference. Currently, there's no data being captured so that means when we design fire prevention programs, it's based on a best guess as to what the leading cause of fires is. If we have that data, we can develop targeted programs to address the problems that are actually occurring. The NIFSC will be an independent national organization that decides what programs it's going to offer based on the reality on the ground and the actual needs of Indigenous communities. Using the data that's captured in the National Incident Reporting System, we'll be able to develop a plan to address fire and life safety issues according to fact-based priorities.

Firefighter training is currently not accessible to most Indigenous Peoples, especially not without leaving their home community to study and work. We will develop and deliver training programs that allow people to remain in their community and will create flexible working arrangements that meet the needs of the extremely diverse Indigenous communities across the country. The current offering of fire and life safety programs and services is mainly designed for urban populations. We will create programs and services that are appropriate for all Indigenous communities, both from a geographic and a cultural perspective. They'll be programs that reflect you and your community. Again, all the programs and services we develop can be used by all Indigenous communities across the country, even if funding parameters currently limit program delivery to our on-reserve communities.

Just give me a second here. I see Blaine has joined so I'm going to make him the host so I don't have to admit people. Thank you for your patience.

[French 00:20:32]

So Indigenous communities across Canada are experiencing an unacceptable number of fire related injuries and deaths. A 2008 report by the Canadian

Mortgage and Housing Corporation found that Indigenous Peoples in Canada are 10 times more likely to die in a fire and 2.5 times more likely to be affected by property loss per capita. Many of you have heard the same statistic from us over and over. That's because this is the only data there is, which is shocking and unacceptable. There is no national fire protection act that mandates or enforces fire life safety standards. There's no mandated enforcement of occupational health and safety on reserve. There's no national coordination of Indigenous fire service standards and programs. There's no national coordination of level of service standards.

Each ISC region can provide programs or fund regional services at their discretion. So, support in each region will vary depending on how the ISC region wants to provide funding. There's no established fire incident reporting. The data collection that was taking place was inconsistent, focused only on band funded capital assets and was interested in capital asset rather than fire loss reporting. Fire service funding and fire protection is based solely on fire suppression. It's also based on formula funding and included in flexible funding, which means communities are not required to use fire protection funding for fire protection. Housing and capital infrastructure is not subject to a national building inspection process. The current process places the liability for the build on the community, not the builder, whereas off reserve, the builder is liable.

While capital projects are required to be built to National Fire Protection code, this is based on policy and there is no established independent inspection process. By taking a national level approach to fire and life safety, the NIFSC is addressing the gap in national fire protection standards. And by addressing these issues collaboratively on a national scale, the coordination of fire service standards programs and services in Indigenous communities becomes possible.

[French 00:22:57]

Some examples of the gaps that we're talking about are that Indigenous fire services assume responsibility for departments and community safety but in the absence of national standards, they have limited training and experience. Because of inadequate funding, there's limited expertise and training, which hinders the adoption of fire service and equipment standards. With the exception of on reserve communities, all other jurisdictions including provinces, territories, and other federal jurisdictions such as military bases, airports, and seaports have established building and fire codes. Building codes ensure the infrastructure is built to established standards and fire codes ensure the infrastructure is maintained to standards.

There are no national standards for the delivery of fire prevention or public education. How is the NIFSC going to bring about change? We're going to work collaboratively, sharing our expertise and resources. We're not going to duplicate existing programs and services. We're going to share our research.

Our goal is to help communities to make communities safer. At the core of everything that we do, the NIFSC Project supports internal capacity building.

So, you can see here our four project areas. Governance and corporate development efforts are the activities and steps that will build the organization and make sure the NIFSC Project is supported by Indigenous Peoples and organizations. This work will establish the NIFSC as an independent Indigenous-run organization that is mandated to improve fire and life safety for Indigenous Peoples and communities across the country. A solid research program allows program development and delivery based on evidence. The research program looks for opportunities to enhance the mission of the organization and to advance fire and life safety initiatives. The Indigenous Fire Marshal Service is the program delivery arm and we're going to take a closer look at that on the next slide.

Our National Incident Reporting System allows for data capture, identification of trends, and the sharing of fire prevention, training, and standards resources. The information gathered means that we can develop programs that will have the most impact.

[French 00:31:28]

We use the term fire marshal for our operations division because the role of a fire marshal is well understood, and it relates to what's being delivered. We work with communities to identify and meet your individual needs. We collaborate with you to develop and test culturally appropriate programs. Our program areas include fire prevention, education, home safety, governance, fire department administration, leadership training, and more. Programs will be delivered by the IFMS in two languages and through three different delivery mechanisms, although the requirements of each program will dictate which delivery formats are available. Our program development is guided by the National Advisory Committee and the Technical Advisory Committee.

Right now the project is working with Indigenous communities developing and testing fire prevention and public education programs because those have the greatest impact on public safety. When you see our programs, they're always listed in this sequence, and that's because this is the order in which they have the greatest impact on saving lives. Sorry, excuse me. I have an itch in my throat today, but it's not COVID.

Community safety education programs focus on specific fire safety issues and are designed to increase awareness. These are programs addressing specific areas such as cooking and heating. These programs are designed for everyone in the community, from youth to Elders and everyone in between. Examples of these programs are Youth Fire Setter Intervention, Getting to Know Fire and Learn Not to Burn. Our fire service governance programs are designed to support community decision makers and leaders with developing policies and

bylaws, communication plans, and fire emergency plans. These programs also help community leaders to identify fire and life safety issues and find ways to mitigate these risks. Examples of these programs are Community Fire Safety Assessment, Community Risk Reduction Plan, Risk Mitigation and Analysis Services.

Next, our community infrastructure and engineering support programs assist communities in designing and planning fire-related infrastructure including water systems and hydrants. They will identify what individual communities need and put appropriate people in place to design and build the necessary infrastructure. Examples of these programs are Fire Protection Research Services, Plans Examination Services, and Plans Examination Training.

Our fire department management programs provide support for fire chiefs and officers at the administrative level with creating policies, providing guidelines, and acquisition of apparatus and equipment. Examples of these programs are our Fire Code Inspection Services, Fire Extinguisher Inspection and Maintenance services. Investigation programs provide communities with support for both fire investigations and data collection. These programs include training non-investigators and providing accredited training. Examples of these programs are Fire Investigation Services to examine cause and origin and ensure the collection of fire reporting data, Fire Investigator Training, Fire Scene Preservation Training.

Our fire department operations look at training, equipment repairs and maintenance, and education for firefighters and responders at the incident response level. Examples of these programs are Accredited Firefighter Training using NFPA standards and Fire Prevention Program Training.

[French 00:39:04]

So here you can see a screenshot of our website which has a dashboard where you can view the status of the various project components. We've performed extensive research and analysis in the areas of governance, mandate, and accountability structure to identify the most appropriate options for the NIFSC governance and organizational structure. Our research team has created an evaluation instrument to measure program delivery and outcomes and has conducted a study to help in collaborating with local communities to develop evidenced based fire-risk reduction strategies. We've developed 14 programs and we have hundreds of deliveries in progress.

The interim National Incident Reporting System is being implemented and data from over 2000 fire incidents in Indigenous communities is being added to the database. Our National Advisory Committee helps us to maintain an inclusive approach that meets the needs of all Indigenous communities by providing advice on the project as it evolves. Our technical advisory committee gives

technical advice on the development and delivery of fire safety programs. Part of this process is to review programs from both a regional and a national level.

The Technical Advisory Committee brings together a wide range of education, experience, and expertise to shed best practices and solve common issues. This committee allows for Indigenous fire safety experts to guide the NIFSC programs and there's an open invitation to all regional technical organizations to participate in the TAC.

The NIFSC office will open its doors on April 1, 2022. Obviously, there's a lot of work to get there, so we're going to just take a look at the high level. The National Indigenous Fire Safety Council will consist of a head office and a presence in each of the seven regions, BC, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, and Atlantic. The principal component of the NIFSC will be the Indigenous Fire Marshal Service, our boots on the ground, and they're responsive to regional and community fire and life safety needs. We're working on finalizing funding, making sure it's adequate, and doesn't compete for funding with Indigenous communities and organizations. We're determining the footprint of the organization to balance regional support within a national organization, literally how many people and where will they be located.

We're getting policy, infrastructure, and assets in place, actual office space, computers, vehicles, that kind of thing. Our research team is developing collaboration memorandums of understanding to work with other research organizations and share relevant information. They're examining mortality and morbidity in Indigenous communities to establish baseline data of fire-related casualties, first to measure program performance against. And they're examining insurance grading and costs and developing a business case to residential sprinklers.

We continue to develop and deliver programs in the seven IFMS program areas, community safety education, fire service governance, community infrastructure and engineering support, fire department management, inspections, investigation, and fire department operations. The National Incident Reporting System team will develop and implement the permanent and evolving system. And for those of you who like details, we do actually publish our funding agreement on our website. So, if you go to the website and click on project and then document library, and in the little search type in CFA and that will bring that up.

[French 00:50:52]

I really can't overemphasize how important it is that we work with communities and organizations. So please connect with us so that our team can collaborate with you to make a difference. And, of course, sign up for our email and snail mail newsletters and follow us on Facebook.

Before I ask Blaine to introduce himself, a quick reminder of how to ask your questions. If you don't see a menu, move your mouse and it will pop up. Then click on chat and just type your question.

[French 00:55:09]

Okay. So, I will ... Blaine, over to you.

Blaine Wiggins: Unmute. There we go, technology. Good afternoon everybody. Good evening for those in Quebec. My name's Blaine Wiggins. I'm the executive director for the Aboriginal Firefighter Association of Canada. We are the project sponsor for the NFISC project. We've been doing these sessions all across Canada in the different regions and absolutely excited to do the bilingual session here in Quebec. Happy to entertain questions. I don't know how much can be translated so I won't go on and on and on and I'll try to be as succinct as I can tonight, which will be a really high bar for me to set for myself. Yes.

Please encourage any question. If we don't know the answer, we'll figure it out. And through the questions, we also get some great suggestions and we've gotten some really good ideas from some of the other regions. Like I say, it's been certainly a worthwhile endeavor having these Q&As. We will certainly continue them in the new year. We'll be doing them quarterly, more focused on just what's going on with the project and project updates rather than the project as a whole. We just use this initial one as a wholesome approach to the project and to bring everybody up to speed for those that weren't aware of it and for those that were, thank you for sitting through that component of it. Yeah. Let's fire away and have some fun.

Emma: Great. So, Arnold is on the line as well to help Blaine with the translation. So perhaps I'll start. We do have one question here.

[French 00:57:20]

How will you decide where to have the regional offices?

Blaine wiggins: So, again, I won't go the big, long explanation. I'll just keep it very high level. We won't just pick regional office locations out of anything but what drives the needs and locations, analytics, the communities we're serving, et cetera, et cetera. And it's all going to be based on validated decisions and validated processes so that we can substantiate that we made the right decision ultimately. We don't know whether we're going to have grouped regional offices yet, East, West, Central, or Maritimes, et cetera, or every region have its own office. Again, we're preparing to do that work.

The one thing we have determined, though, is we do not want to put all of the resources in a centralized office. We want to do a distributed resource inventory and put our fire officers as close to communities as we can so we can group



them and have a better use of their time. So that's one of the foundational pieces that we have determined. But everything else will be based on the discussions, dialogues, and also discussions with our partners at ISC, our partners with the AFNQ, partners with Quebec Public Safety. So, lots of dialogue, lots of information, and then make those determinations.

Emma: Hang on. I think I've got to unmute Arnold.

Arnold Lazar: Okay. [French 00:59:20]

Emma: [French 01:00:33]

Question, can we get a copy of the presentation, which the answer steals from my next point, but I'll hand over to you, Blaine.

Blaine wiggins: Yes. We'll repeat ourselves, but the presentations will be made available publicly on our YouTube channel and we will have our links at our website, social media sites that will point to the YouTube channel so that they can be reviewed or those that missed the presentation this evening can actually view them. And hopefully from that, we'll be able to ask questions also and send us those questions.

Arnold Lazar: [French 00:01:26]

Emma: [French 01:01:47]

So just adding into there that if your organization or your community is interested, we can absolutely and we would love to make a presentation to you and come and speak to your community too to help get the message out there.

It looks like you've lost your assistant, Blaine. Oh, no. He's coming back. That's good. I was going to say you have to be really concise with your answers if I'm going to have to be the translator. Let me get Arnold back.

So, our next question here ... So we have a couple here. So just looking. How do you work with regional organizations?

[French 01:03:06]

Blaine wiggins: So there's two types of regional organizations and, again, I'll try to be as succinct as I can. There's regional organizations that represent a region but don't necessarily do ongoing deliveries and Quebec would probably fall into that or the Quebec Fire Chief Association. They do the occasional delivery but they're not consistently doing deliveries, don't have a consistent funding agreement. Then we have other organizations like BC, Alberta, Saskatchewan, and Ontario that have established regional organizations that are doing deliveries and have been on a continuous basis for in some cases decades. So, both organizations,

be it the representation type organizations, those organizations usually sit on our Board of Directors and are very directly involved, obviously, in the project oversight. And the other organizations, like FNES out in BC, they both do deliveries, and they sit on our Board.

I use FNES as an example. So, we're working closely with FNES. We have ongoing dialogues with them about the deliveries that they're doing. We're having dialogue with them about sharing office space so we can basically get some efficiencies there. We're starting to share resources in development. All the regional organizations that do deliveries also sit on our Technical Advisory Committee, which then they have direct input in helping design the standards that we're working towards and wanting to adopt. Also, our research is run through our Technical Advisory Committee. So, all the research initiatives that we work on are vetted by that same group just in case there's a regional lens that they want to put on the research. So, it's basically an ongoing dialogue.

I mentioned, we say there's four regional organizations. There's a government in Nunavut that has the Office of Fire Marshal and then three other national organizations including AFAC, First Nations Building Officers Association, AFN, Infrastructure and Housing that also can participate in these dialogues. So like I say, we continue to work collaboratively. And the one side benefit that this project has created, it's created a common table for us to work collaboratively together. So that has never happened before. Also not only that, it gives us the opportunity to work with ISC headquarters in a national model with all organizations. And we're also working with ISC regions on an individual basis and collaboratively through their national fire working group.

So, there's just so many angles in which we are working collaboratively, and it really is about bringing the synergy together and most importantly is making best use of our resources. We have limited resources so we don't want to duplicate funding by two regions or two organizations developing the same model. And in some of the work we've done, we've actually seen several, and I'll just use community risk assessments as an example, regionally and nationally developed models that were not necessarily collaborative to even work together. So if you were doing data collection in one region on community risk, data collection in another, they were comparing apples and oranges.

So anyway, there's been some really good work. And again, I could go on and on about the collaboration work, but it really has been instrumental. Not only the collaboration work with the regional organizations but also our political partners, the AFN, ITK, and MNC has been really critical to this project. That's as succinct as I can make that one.

Arnold Lazar: [French 01:07:11]

Emma: Thank you. [French 01:09:02]

Is there a role for non-Indigenous fire departments to support the project?

Blaine wiggins: Absolutely. So, we certainly want to have those collaborative approaches. The other organization that I didn't actually ... There's a couple other national organizations I didn't mention, Canadian Association of Fire Chiefs, Canadian Council of Fire Marshals that we work very collaboratively with, National Fire Prevention Association. We are working and aware of what's happening in provincial and territorial jurisdictions. It's always been our standard to work toward NFPA standards and also ULC and underwriters surveys, et cetera, et cetera. So, from a couple angles, yes, we're working with non-First Nations fire departments. So, a good example is MTSA's, fire departments that are providing MTSA services and don't have either the awareness or wanting support on how to engage First Nations, especially when you don't have that AHJ, authority having jurisdiction, lens. It's basically more of a collaborative approach without a national fire protection act that covers First Nations.

Another area is that right now, as noted in the presentation, we have restrictions around where and when we can do delivery. So right now we can't do deliveries off reserves. So, we have many First Nations in urban settings, Vancouver, Winnipeg, Toronto, Edmonton, Calgary, the list goes on and on, where our programs and services will be available to non-First Nations fire departments should they want to deliver them or deliver a culturally appropriate program. And also, say, on an ongoing basis, we want to have those discussions with departments. And I'm going to take a guess, it's the district of North Vancouver, not the city of North Vancouver, because that'd be a pretty small district.

Yeah. Where we can work collaboratively on initiatives that are happening locally, especially the larger municipal departments that have those resources. And anything we can do, whether it be mentoring, career opportunities where we can transition volunteer firefighters into city departments. I mean, the list is so endlessly long. But I think one of the things that everybody knows in the fire service is we work collaboratively. As we like to say, the fires don't know the boundaries. And it's unfortunate that there are boundaries there, but it's about addressing, lowering those boundaries so that we're all playing on the same field.

Arnold Lazar: Okay. [French 01:12:40]

Emma: Brilliant. Thank you, Arnold.

Blaine wiggins: [crosstalk 01:15:01]

Emma: He's being impacted by ... Apparently there's a thunderstorm over Kahnawake, so it's creating some technical difficulties there. We'll do our best to stay connected. Okay. Another question here is asking around employment opportunities. How do you get involved?

[French 01:15:23]

Blaine wiggins: That's the easy one. There will be plenty of opportunities. We're always looking for good people. The postings will be on the website. One of the things we do encourage people is if you don't feel you're qualified, but you have the interest and passion is please do contact us at the time of the posting and try to have a conversation with us. We want to figure out if there's a way to encourage, especially Indigenous applicants to apply and find a way to mentor and support training and encourage careers for Indigenous participants.

Arnold Lazar: [French 01:16:14]

Is it working?

Okay. [French 01:16:31]

Emma: Thank you for your patience there. It took me a while. I've got too many things on my screen and couldn't click on the right part of the menu.

[French 01:17:41]

So you can see on our website, we always have [crosstalk 01:17:56] so please apply and share, share them. Okay. Let me see what else. Stop that share so I can get my screen back.

Arnold Lazar: [French 01:18:09]

Is that the new contact [inaudible 01:18:18]

Emma: Definitely, definitely. Okay. A question here that's come up actually in other regions as well.

[French 01:18:34]

Are we going to get involved in emergency management and wildfire?

Blaine wiggins: So, okay. I'll answer the wildfire question first. As we all know, there's structural fire, interface fire, and wildfire. Structure fire, interface fire are a natural part of any volunteer community-based fire department. So those two components we will be involved in from the training to the equipment and support, operation, policies, et cetera, et cetera. Wildfire, we see there's an excellent opportunity to support both training and not just training but coordination and working with the CIFC, the national wildfire body, to ensure that First Nations both get the accredited training they need and then can participate in wildfire operations. And obviously, the advantage of is that we have 630 First Nations and fires get very sporadic based on seasons, climates, et cetera, et cetera. There's an excellent opportunity for us to actually utilize First Nations wildfire firefighters

in Canada versus going externally outside of Canada during our severe wildfire seasons that we're seeing more and more of.

The other component that we'd like to see, again, is a national coordination center and a national dispatch center. It's really part and parcel and those two things fit together, an emergency operations center, dispatch center, national coordination center for large incidences including fire. Fire, flood, pandemic, the normal Apocalypse that we're seeing now on a daily basis. But when it comes to emergency management, our focus right now is on structural fire. So, there's an overlap and we all know in the fire service that fire departments could get called on continually to get involved in emergency operation type of work and coordination. So, we've started some training and that's our overlap is training and emergency operation centers, which is very relevant to the fire service and any emergency operation in the capacity that communities need.

But our stance has been, again, we'll focus on structural firefighting. If there's an opportunity to advance some of our initiatives in wildfire, we'll certainly pursue them. But when it comes to emergency operations and emergency management, really, that is up to the First Nations leadership. If they see a need for this organization or an opportunity for this organization to advance into that file, it'll be the First Nations leadership that give us that mandate and have us get more heavily involved in that. And I think down the road, it's one of our strategic goals is to develop a national training center where we can do and utilize tools to do distributed training, so we may be coordinating it nationally, but getting the training back into the communities. I think there's also another huge opportunity for us to get involved in emergency management training and do it at a very cost effective and a very standardized way across Canada.

Again, it is about seeking initiatives. It's also about seeking the mandate from the leadership and responding to a request from First Nations leader, should they ask us to take something more on. But it's positioning ourselves with the expertise and the capacity to be able to address the gaps that do exist now within First Nations communities. I'll keep it succinct.

Arnold Lazar: [French 01:23:42]

Emma: Thank you, Arnold. [French 01:25:21]

As you've already run out of time, so I'll just take up a few more minutes of your time before I hand over to Allan to close the meeting. I do have a couple of housekeeping items. You'll be receiving a survey about this session. I promise it's quick and that we do actually read your responses, so please take the time to let us know your thoughts so that we can continue to improve what we do and serve you better. And we're going to be doing more of these kind of sessions in the new year so your feedback will help us to improve those. As we said already, this is going to be published on our YouTube channel probably next week.

[French 01:26:05]

Blaine, did you have anything else you wanted to add before we hand over to Allan?

Blaine wiggins: No. Just watch our website and thank you and look forward to doing this again in February. Thank you for the questions.

Emma: Great. Okay. Allan, over to you.

Alan: [crosstalk 01:27:54]

[Non-English 01:27:54]

Creator, thank you for bringing us together today. We ask for continued guidance so we can help others. We ask that you keep us safe from this strong sickness so we can continue to help others. Until we meet again, all my relations. Thank you.

Emma: Beautiful. Thank you, Allan. Thank you everyone for your time and please stay safe.

[French 01:28:22]