

## What We Heard



## Budget 2025 Engagement Summary Report

**Date:** January 10, 2025

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### Background

Municipal budgeting is a year-round process, and public input is always welcome. Between the fall and spring each year, Council learns about each department's upcoming year's business plan, the five-year financial plan and capital expenditure plan, grant-in-aid requests, utility budgets, and tax rates. Residents are encouraged to attend the meetings (either online or in-person at Municipal Hall), to listen and learn, and ask questions to Council and staff. In fall of 2024, the opportunity to share feedback was expanded to include three community Council meetings where department business plans were shared and questions encouraged.

### What we did

A project page at [ConnectNorthCowichan.ca/budget-2025](https://ConnectNorthCowichan.ca/budget-2025) was established, with all background information, documents, meeting dates, etc. as well as questions and answer tool and a survey.

The regularly scheduled Committee of the Whole meetings where department business plans are shared with Council were repurposed so they could be held in the community. Three of these meetings were held, with the same presentations and format at each.

The meetings began with an open house from 4:30 to 6pm, with boards displaying department snapshots and department directors on hand to answer questions from the public. The Committee of the Whole meeting began at 6pm and included presentations from the Chief Administrative Officer, the Chief Financial Officer, and the two general managers who shared their division's business plans and 2025 projects.

All three meetings were recorded and the videos added to the Connect page.



*Crofton Community Centre, November 26, 2024*



*Cowichan Community Centre, December 3, 2024*



*Chemainus Fire Hall, December 10, 2024*

A survey that asked about funding preferences for various service areas was launched ahead of the first meeting and remained open until January 5.

### Questions and answers

A total of six questions were posed and answered on the Connect page.

### Survey

A total of 103 surveys were completed.

### How we connected

The opportunity to provide input on North Cowichan's 2025 budget was communicated by:

**News release** (for media) (November 18): The news release garnered four news articles or stories in local media outlets:

- My Cowichan Valley Now (SunFM), November 20, 2024, [North Cowichan budget plans for 2025 presented at open house events](#)
- My Cowichan Valley Now (SunFM), November 25, 2024, [Municipality of North Cowichan welcomes feedback on 2025 draft budget](#)
- Cowichan Valley Citizen, November 22, 2024, [North Cowichan to hold community meetings on 2025 budget](#)

- Chemainus Courier, November 22, 2024: <https://www.chemainusvalleycourier.ca/local-news/north-cowichan-to-hold-community-meetings-on-2025-budget-7663017>

**E-mails from the Mayor:** A total of 95 emails were sent from the mayor to community groups, associations, and business organizations advising of the public meetings, and encouraging the organizations share engagement details with their membership.

**Subscriber emails:**

- November 18, News + Updates (754 recipients, 72.62% open rate)
- November 25, Council Matters newsletter (budget meetings mentioned re “upcoming meetings”) (582 recipients, 65.32% open rate)
- November 26, Connect North Cowichan – newsletter to past engagement project followers (480 recipients, 71.9% open rate)

**Paid advertisements:** Two ads were placed in the Cowichan Valley Citizen (November 27, December 4)

**What we heard**

**Connect project page:** ConnectNorthCowichan.ca/budget-2025 was launched in mid September 2024. The page contains all background information about the budget and business plans, charts, the budget timeline, and staff contact information. The question and answer tool was available for visitors to ask a question and have it answered on the page. A survey was launched on November 25, ahead of the first community meeting. Registering or logging in as a user was required to ask a question or to complete the survey. Registration to complete a survey can be an additional barrier to participation, however it provides additional demographic information such as location and greatly reduces multiple or spammed responses.



**Community meetings:** During the three community meetings a total of 50 questions were asked by 27 people. The questions ranged from general municipal operations to current cost of living concerns, specifics about residential vs business rates, other revenue sources, forestry revenue, government grants, expense reduction options, economic development options, grants-in-aid, consolidating services with neighbouring municipalities, and budget surplus.

**Questions:** On the Connect project page a total of six questions were posted by members of the public. Questions enquired about the proposed tax rate increase for 2025, cost of living index, utility billing, and seeking clarification about North Cowichan's "other" sources of revenue which include earned interest, grants, and development cost charges.

**Survey:** A survey was available on the Connect project page from November 25 to January 6 with a total of 103 responses received.

**It should be noted that survey results are not statistically valid and are therefore not representative of North Cowichan's demographics, and that participation was self-selected.**

Fifty-seven per cent of survey respondents indicate they are satisfied with North Cowichan's services and 23% are not satisfied. Most people (41%) indicate they receive enough information about North Cowichan's budget, spending, and taxation, while 35% said no and 24% are not sure. The budget survey question that asked if they have had opportunities to provide input 45% said yes however 28% said no and another 28% were not sure. More than half of respondents (56%) had not participated in previous budget engagements.

A question asked to indicate level of funding preference for a number of North Cowichan's service areas (decrease funding, status quo, or increase funding).

The largest support for **increased** funding are:

- Housing (43%)
- Roads, sidewalks, active transportation (38%)
- Climate change mitigation (34%)
- Environmental sustainability (33%)

The largest support for **decreased** funding are:

- Climate change mitigation (44%)
- Environmental sustainability (28%)
- Economic development (24%)
- Community planning and development (23%)

Results for climate mitigation and environmental sustainability are representative of the divisive politicization of these program areas. Increased funding for housing and transportation infrastructure are similarly in opposition to the third and fourth areas for decreased funding (economic development and community planning and development), as delivering housing and transportation rely heavily on planning, and to a lesser degree economic development.

The second question asked which program or service areas North Cowichan should **prioritize in the future**.

**Extremely important or important** areas to prioritize are:

- Utilities and infrastructure (91%)
- Homelessness and street disorder (85%)
- Roads and getting around (76%)
- Housing supply and affordability (74%)

**Extremely unimportant or unimportant** areas to prioritize are:

- Climate leadership and mitigation (48%)
- Reconciliation and First Nations relations (40%)
- Housing supply and affordability (21%)
- Recreation and outdoor spaces (18%)

Again, some feedback was polarized and, in the case of housing, contradictory.

A final funding question asked respondents to rank priorities for capital investment. Responses were prioritized, with the ranking number out of five:

- Recreation facilities (3.92)
- Parks, trails, and open spaces (2.97)
- Transportation infrastructure (2.90)
- Public safety (2.66)
- Engineering (sewer, water, curbside) (2.45)

In summary, feedback heard indicated a desire to keep taxes low and to prioritize funding for utilities and infrastructure, roads, sidewalks, and active transportation, affordable housing, and addressing issues related to homelessness.

## Who we heard from

### Meeting attendance:

Date	Location	Total attendance	Attendance at meeting portion
November 26	Crofton Community Centre	17	11
December 3	Cowichan Community Centre	46	17
December 10	Chemainus Fire Hall	52	37
<b>TOTAL</b>		<b>100</b>	<b>65</b>

Survey respondents self-identified as the following (numbers may not total exactly 100 due to rounding):

### Community:

- Chemainus: 23%
- Maple Bay: 21%
- Quamichan/Lakes: 18%
- South End: 14%
- Crofton: 11%
- Bell McKinnon: 6%
- Berkey's Corner: 5%
- Outside of North Cowichan: 2%

### Housing:

- Own: 92%
- Rent: 8%
- Other: 1%

### Time lived in North Cowichan:

- 21+ years: 40%
- 11-20 years: 13%
- 6-10 years: 27%
- Under 5 years: 20%

### Age:

- 70+: 13%
- 60-69: 21%
- 50-59: 18%
- 40-49: 28%
- 30-39: 17%
- 19-29: 3%

### Household size:

- 1: 9%
- 2: 51%
- 3-4: 36%
- 5+: 5%

### Gender identity:

- Man: 41%
- Woman: 53%
- Non-binary: 2%
- Other/prefer not to answer: 6%

## **Next steps**

This summary of what was heard through this engagement will be provided to Council and the public. This summary will also be included in a report to Council that outlines their next steps in the budget process, which will include options for consideration to balance the desire to remain fiscally astute while addressing significant historic funding shortfalls in areas such as infrastructure maintenance and lifecycle replacement.

**Appendix 1:** Communications (advertisements, social posts, news stories, etc.)

**Appendix 2:** Questions from community meetings


**Appendix 3:** Survey report

# Appendix 1: Communications to support engagement:

## Social media post examples:

19 December 2024 at 18:05

Did you miss one of our recent budget open houses? Not to worry - you can still provide feedback on the 2025 budget - hop over to [ConnectNorthCowichan.ca/budget-2025](https://ConnectNorthCowichan.ca/budget-2025) to take the survey by January 5! Let us know what services you think should be enhanced or decreased, what you think the priorities should be for the future, and more!



**Your say, our budget 2025**

**Take the survey!**  
Survey closes Jan. 5




3 January at 16:10

Last chance to take the survey: North Cowichan's 2025 budget planning process is underway. Share your input on whether North Cowichan is spending the right amount on the areas that matter to you.


The survey closes January 5.

Take the survey at [ConnectNorthCowichan.ca/budget-2025](https://ConnectNorthCowichan.ca/budget-2025)



**Your say, our budget 2025**


**Take the survey now!**



10 December 2024 at 15:09


Today's budget open house begins at 4:30pm!

Drop-in between 4:30pm and 6pm at the Chemainus Fire Hall to learn about the proposed 2025 budget, ask questions to senior staff and council members, and provide feedback. A Committee of the Whole meeting begins at 6:00pm that dives into next year's budget and what residents can expect, with a Q&A to follow. Hope to see you there!



**Your say, our budget 2025**

**Budget open house**  
Chemainus | December 10



2 December 2024

Budgeting isn't boring when it's YOUR tax bill on the line.


The next Community Budget Open House is TOMORROW – Tuesday, Dec. 3 – and it's your shot to get the inside scoop on the 2025 budget.

Here's why you should care:

- 1 The decisions made now & early in the new year = your property tax bill.
- 2 You can ask what you really want to know.
- 3 Your feedback could make a difference (seriously).

Open house at 4:30pm. Presentation starts at 6pm. Can't make it tomorrow? Join us for the same meeting next Tuesday, Dec. 10 at the Chemainus Fire Hall.

[www.ConnectNorthCowichan.ca/budget-2025](https://www.ConnectNorthCowichan.ca/budget-2025)



**Your say, our budget 2025**

**Budget open houses**

- Nov. 26 - Crofton Community Centre
- Dec. 3 - Cowichan Community Centre
- Dec. 10 - Chemainus Fire Hall



28 November 2024 · 🌐

👉 Want to know where your property tax dollars will go next year?

📍 The next Community Budget Open House is Tuesday, Dec. 3 at the Cowichan Community Centre. Decisions made by Council over the next few months will directly impact your 2025 spring tax bill.

This is your chance to:

- ✅ Learn about the projected 2025 budget
- ✅ Ask questions that matter to YOU
- ✅ Share input that shapes YOUR community

🕒 It starts with an open house at 4:30pm, followed by a presentation at 6pm. Don't miss this opportunity to be heard. 🗣️

Another meeting takes place Dec. 10 at the Chemainus Fire Hall. Both meetings follow the same format, so mark your calendar for the one nearest you! You can also learn more and provide feedback at [ConnectNorthCowichan.ca/budget-2025](https://ConnectNorthCowichan.ca/budget-2025)

**Budget open house**

Cowichan Community Centre  
December 3

20 November 2024 · 🌐

North Cowichan residents are invited to an open house to learn more about the 2025 budget and to share feedback on municipal services and capital projects funded by property taxes, user fees and other revenue sources.

The first community meeting is in Crofton on Tuesday, November 26 beginning with an open house at 4:30pm, followed by a Special Committee of the Whole (presentation) at 6:00pm. All three meetings will have the same schedule and presentation.

- Tuesday, Nov. 2... See more

**Budget open house**

Crofton | November 26

**ConnectNorthCowichan.ca/budget-2025 page:**

**Budget 2025**

Municipal budgeting is a year-round process, and public input is always welcome. Learn about the 2025 North Cowichan municipal budget, and share your comments about the services your tax dollars pay for.

**Participate**

Between the fall and spring each year, Council learns about each department's upcoming year's business plan, the five-year financial plan and capital expenditure plan, grant-in-aid requests, utility budgets, and tax rates. Residents are encouraged to attend the meetings (either online or in person at Municipal Hall), to listen and learn, and ask questions to Council and staff.

**Attend a budget meeting in-person or online:**

Meeting date	Budget topic(s) on the agenda	Meeting type
Nov 12, 2024	Grant-in-aid Review	Committee of the Whole meeting
Nov 26, 2024 (open house 4:30-6pm; meeting 6-8pm)	Business Plan Review - Community Meeting & Open House <ul style="list-style-type: none"> <li>Crofton Community Centre</li> <li>View the <a href="#">presentation slides</a></li> <li><a href="#">Watch a recording of this meeting</a></li> </ul>	Committee of the Whole meeting
Dec 3, 2024 (open house 4:30-6pm; meeting 6-8pm)	Business Plan Review - Community Meeting & Open House <ul style="list-style-type: none"> <li>Cowichan Community Centre - Heritage Hall</li> <li>View the <a href="#">presentation slides</a></li> <li><a href="#">Watch a recording of this meeting</a></li> </ul>	Committee of the Whole meeting
Dec 10, 2024 (open house 4:30-6pm; meeting 6-8pm)	Business Plan Review - Community Meeting & Open House <ul style="list-style-type: none"> <li>Cherminus Fire Hall</li> <li>View the <a href="#">presentation slides</a></li> <li><a href="#">Watch a recording of this meeting</a></li> </ul>	Committee of the Whole meeting

**Who's Listening**

**Teri Vetter**  
Director, Financial Services

**Phone:** 250-746-3100  
**Email:** [budget@northcowichan.ca](mailto:budget@northcowichan.ca)

**Lifecycle**

- August**  
Department business plans and budgets submitted to Finance for review
- September**  
Finance reviews business plans and draft budgets
- October**  
Department business plans and financial plan are finalized
- November - December**  
Business plans are presented to Council; public consultation on the draft budget. Public input is considered by Council.
- February - March**  
Final review of financial plan and capital plan, and adopt five-year financial plan bylaw

**Website homepage card:**



Learn more about municipal services and how you can get involved in Budget 2025!  
**Your say, our budget 2025**



Stay informed - sign up for North Cowichan's e-newsletters  
**Sign up today!**



The Winter Recreation & Fitness Guide runs from Jan 5-Mar 30  
**Winter program registration is now open**

## Appendix 2: Questions heard at meetings:

The following are the questions and comments heard during the community meetings.

### **Crofton (November 26), 3 questions from 3 people:**

1. RE: Land Clearing Bylaw  
Is Council able to write a bylaw to fine derelict properties, which are causing pollution to the environment, similar to the Land Clearing Bylaw?
2. RE: Social Media for Council and P&R Scheduling  
As the newspaper delivery in Crofton is currently not available, can North Cowichan further engage in other sources of social media, eg. sharing to pages other than North Cowichan's own page, in order to engage with the community? Specifically for events like Council meetings & special events, and Parks and Recreation programming at Fuller Lake.
3. RE: Berridge Street Daycare  
When will the project start development, ie. shovels in the ground?

### **South End (December 3), 23 questions from 7 people:**

1. Bryan Senft
  - What is the revenue breakdown between residential and business? What will be the impact if the mill(s) shuts down? (Crofton & 2 WFP mills)
2. Peter Rusland
  - What are the population growth limits (threshold/ceiling) on resources such as water and sewer, etc.?
  - Are there plans to expand the tax-base to diversify the economy?
  - What are our potential revenues from carbon offsets?
3. Eric Jenklin
  - How soon can we expect money from the carbon offset program start-up fees, in net dollars?
  - Have you considered implementing user fees for trail systems to off-set park maintenance costs, so it targets out of town users?
4. John Pite
  - Has there been an interest in purchasing carbon credits form North Cowichan?
  - Has there been an RFP to hire a contractor to invest in a forest carbon project?
  - Can you provide more information on what forestry fire-safety entails? Does this put North Cowichan in a more favourable position?
  - Is there harvesting planned for the future?
  - How will the forestry program be funded in 2026?
  - What are the details regarding revenue sharing with Cowichan Tribes?

5. Bob Adore
  - Please elaborate on revenue, and the forecast for assessment growth.
  - How much does North Cowichan receive for the Canada Community-Building Fund (former gas tax) funding?
  - Was there a sound business case for automated curbside collection, and what were the capital outlay costs?
6. Harvey Croy
  - Explanation of charging stations being installed, as the number of electric vehicles is dropping.
7. Marie Martin
  - With costs increasing, have you considered any reductions in expenses, specifically at reducing staff or costs?

**(Round 2)**

8. Bryan Senft
  - What does the Economic Development Cowichan commission with the CVRD do for North Cowichan?
  - Are we exploring different business models to attract business to North Cowichan? Especially to ensure food security.
  - Why were the grants-in-aid given to Duncan/Cowichan Chamber of Commerce, and Chemainus Chamber of Commerce so much? Are there members who pay fees to support them? What are we getting out of that?
9. Peter Rusland
  - How many businesses have come to North Cowichan as a result of the Economic Development Committees efforts?
  - Could we please install more speed calming bumps, to help with speed issues?
  - In regards to urban land clearing, urban Forestry, and the forest reserve, will there be a tree bylaw created to address this?
10. John Pite
  - Is there a plan to relocate or centralize services for unhoused people to coordinate and consolidate services in one place to help this issue?

## Chemainus (December 10), 24 questions from 17 people:

1. Jacklyn Neiman
  - In 2023 there was a \$17million surplus. Can you please explain what is done with this?
  - The bylaw shows \$42 million collected in taxes, in the 5year bylaw. What makes up the difference between taxes collected and the budget?
2. Norm Bratten
  - Can you please consider moving the dog park to the back side of field #3, as there is a lot of room there?
3. Paul Beltgens
  - Learn to live within what we can afford. Consider not raising taxes.
4. Don Ellingham
  - What is being done by the municipality to cut back? Stop hiring consultants.
5. Allan Grieves
  - In 2024 there was \$1.8 million paid in consultant contract services. Can we scale back on this? Can the details be made available to the public?
  - With the new union contract under negotiations, can there be a hiring freeze for 2025 until we know the new union contract?
  - Spending for 2024 vs the budget. Can we budget to this amount, in order to save money?
6. **Name?**
  - Why do these projects listed in the presentation need to go ahead? Please consider not allowing any increase in the budget.
7. Mary Dolan
  - Does the municipality suffer when a person defers their taxes? How does tax deferment work?
  - For the childcare projects planned, does the province fully fund this or does the municipality have any costs for this?
8. Dave Parks
  - The increases in property taxes from 1992-2024 has been compounded by 7% annually on average. Going forward, we can expect continued increases of 7%? If this increases to 10% - that could be a big impact for the taxpayers.
9. Alan Grieves
  - Does North Cowichan get to vote at the CVRD board?
  - With the new automated garbage system coming up, is there an opportunity to lease equipment, and share services with CVRD to streamline costs?
10. Don Ellingham
  - How much did the province download to North Cowichan?
  - Why do we have to hire consultants, with the high number of talented staff?
11. Ray Bree
  - What is the \$20,000 fee for - is for the new dog park?

12. Victoria Mahond
  - Can we schedule a meeting between dog park users, the baseball association, and the municipality to plan the future dog park to address everyone's needs?
13. Julia Wooden
  - What precipitated the issues at the dog park and the need for this new dog park?
  - Would love to get together with the baseball association, is this possible? I don't believe that we need to spend \$20,000 for this project.
14. Don Ellingham
  - Have you looked into new businesses for the area, as a backup plan to focus away from logging? New industry?
15. Dave Parks
  - Chemainus River has a backlog of sand and logs that is accumulating every year. Is there anything being done about this?
16. Colin James
  - Need the municipality to work together with the province a lot more closely, to start advocating to stop the shipment of raw logs out of the country. Have you been advocating for this?
  - To protect the budget, you will need the forestry industry, please consider this.
17. Mr. Beltgens
  - To run a sawmill in BC, with the added taxes, it is not beneficial as there is no feasibility. What can we do it to make it worthwhile for everyone to run these industries?

# Your say, our budget 2025

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## **SURVEY RESPONSE REPORT**

22 November 2024 - 05 January 2025

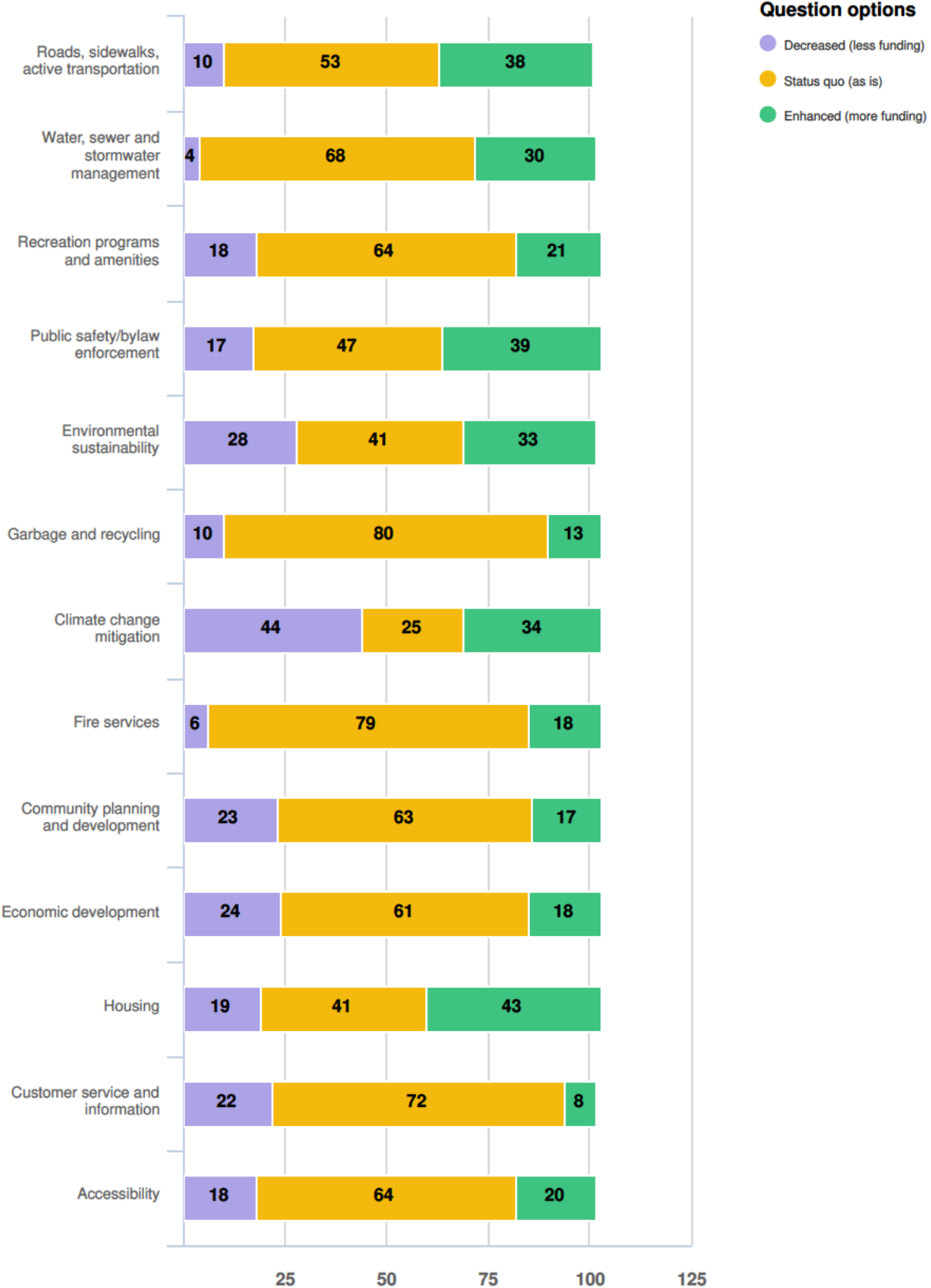
**PROJECT NAME:**

Budget 2025



SURVEY QUESTIONS

**Q1 | Service area preferences** North Cowichan’s operating and capital budgets provide the necessary funding to support dozens of p...

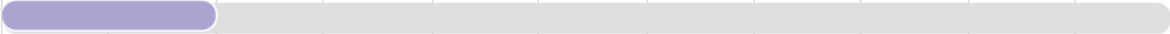


Optional question (103 response(s), 0 skipped)  
 Question type: Likert Question

**Q1 | Service area preferences** North Cowichan's operating and capital budgets provide the necessary funding to support dozens of p...

**Roads, sidewalks, active transportation**

Decreased (less funding) : 10



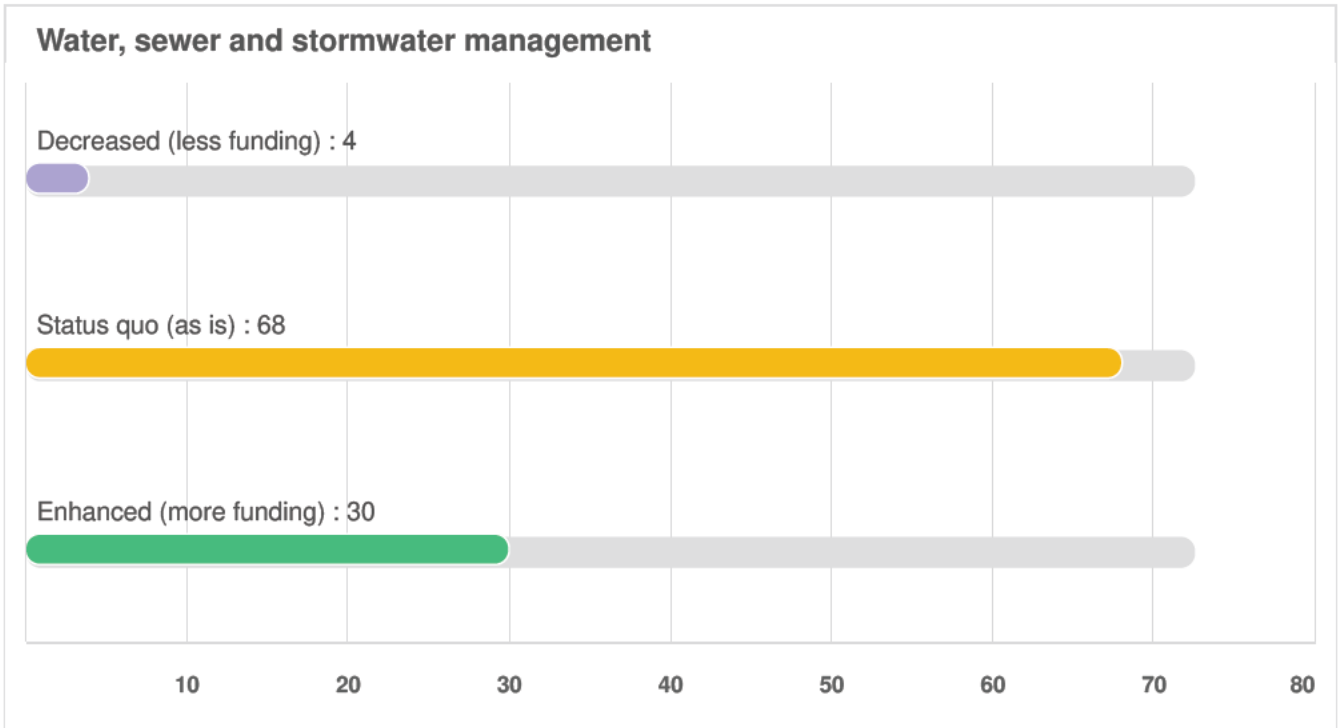
Status quo (as is) : 53

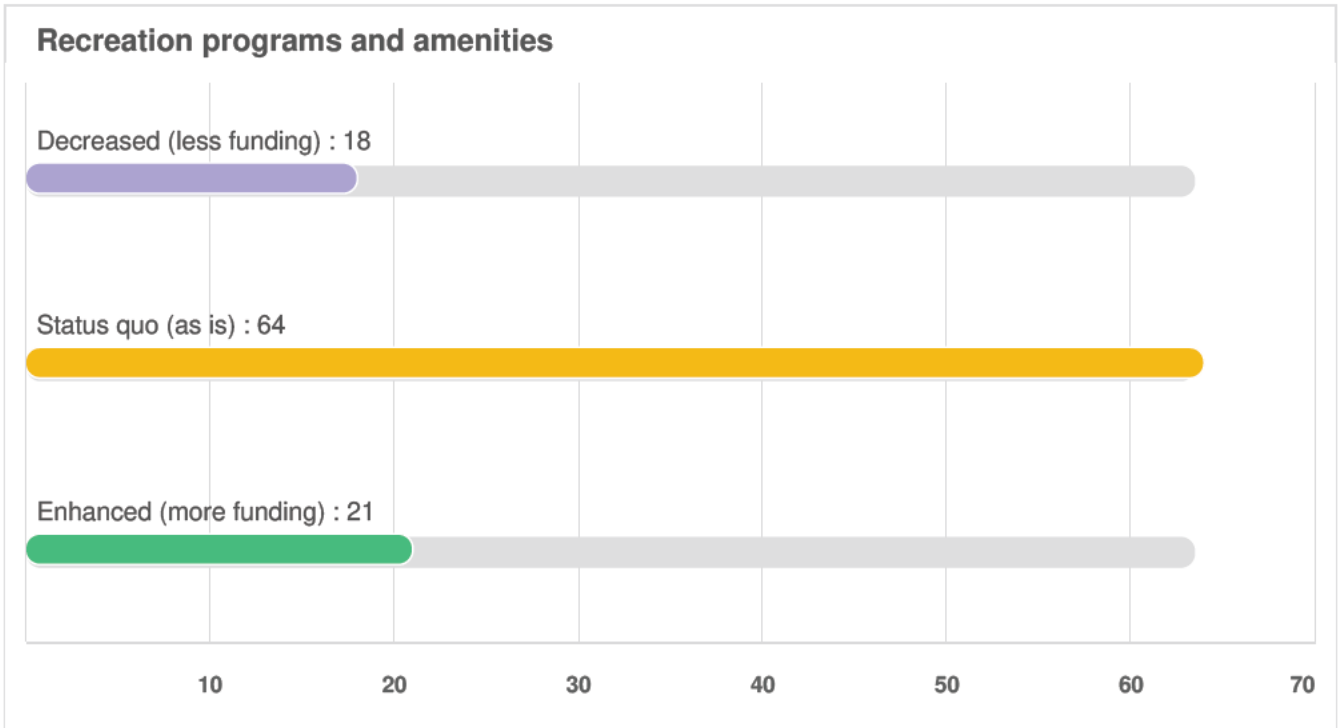


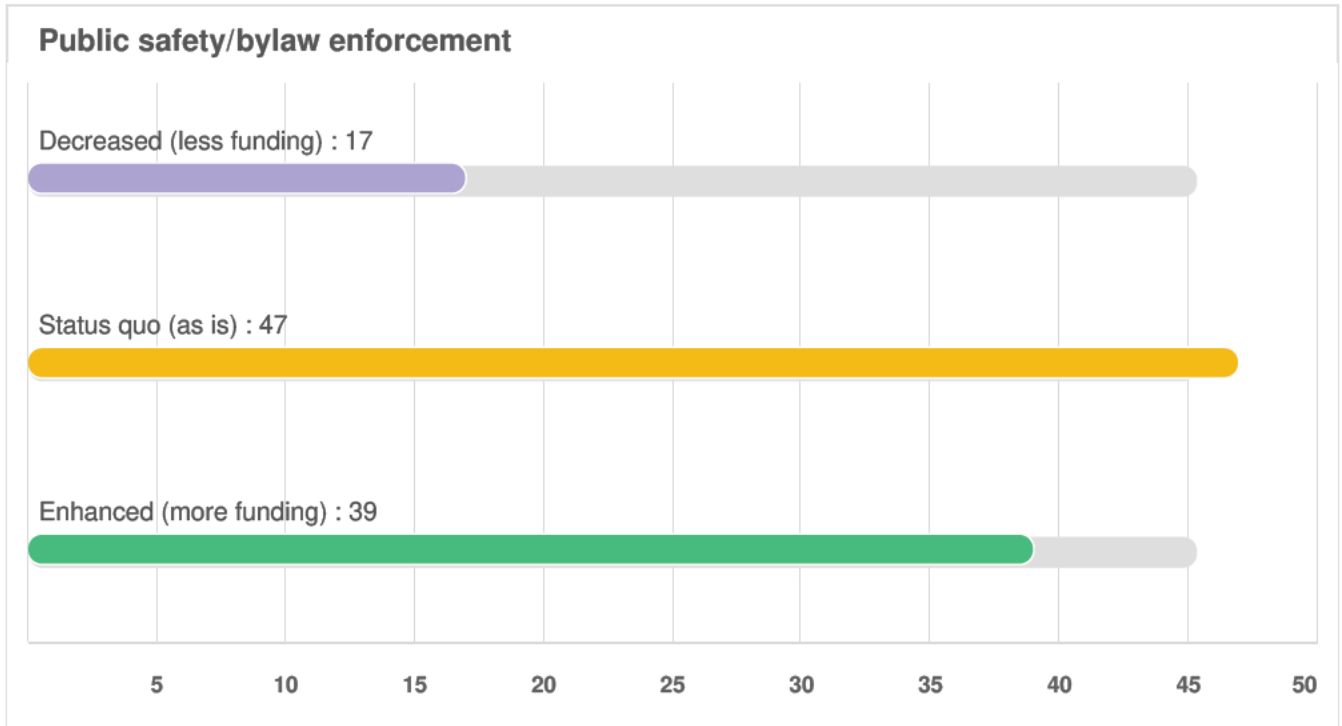
Enhanced (more funding) : 38

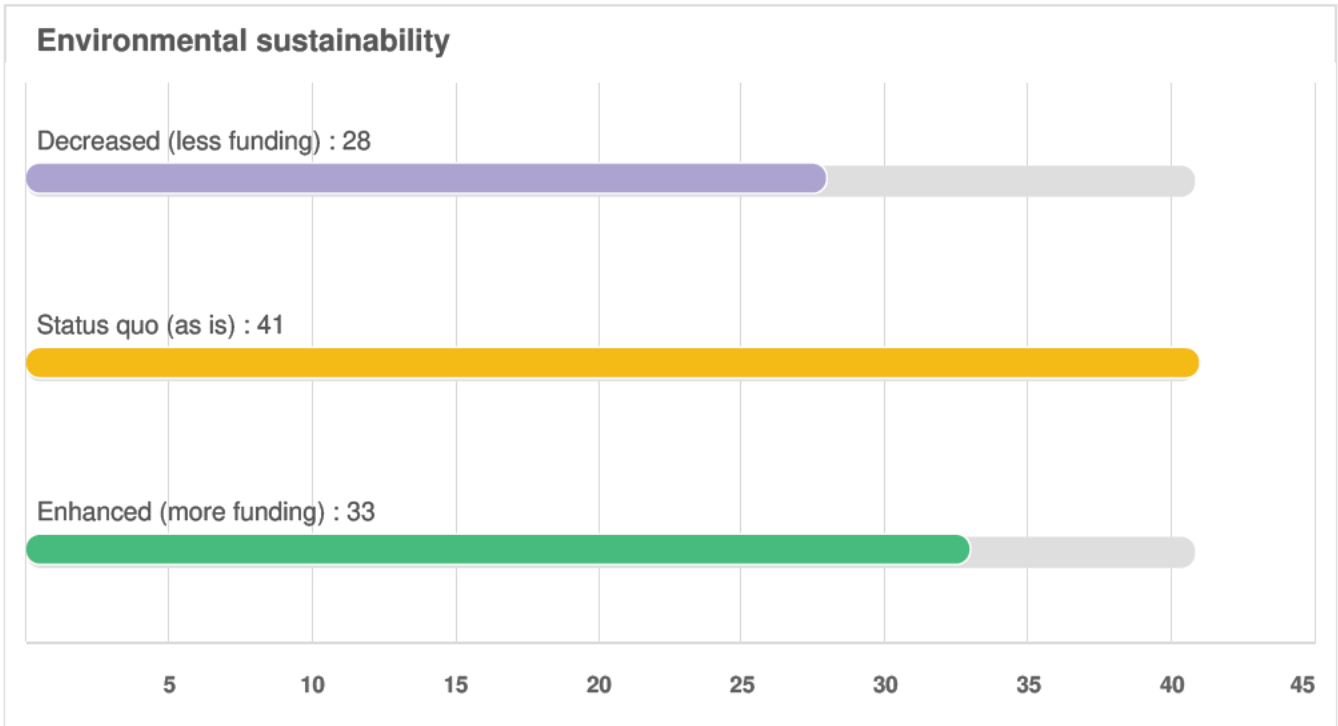


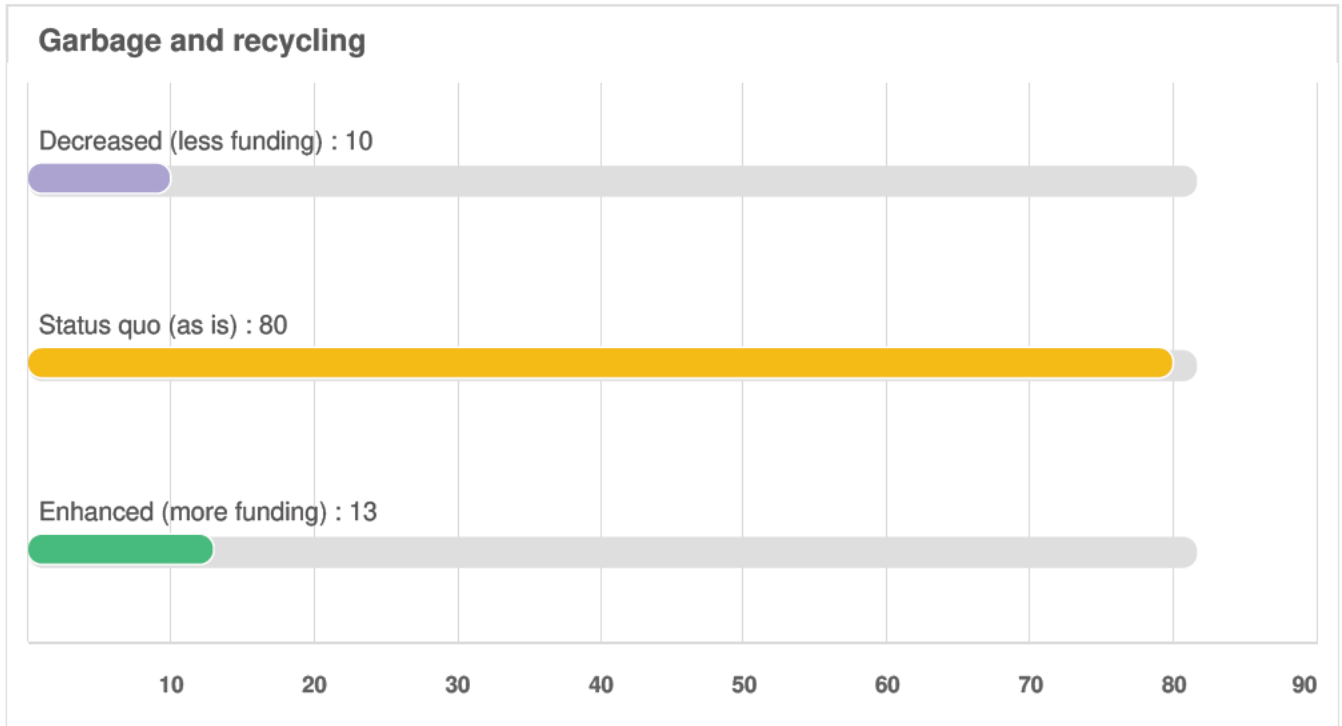
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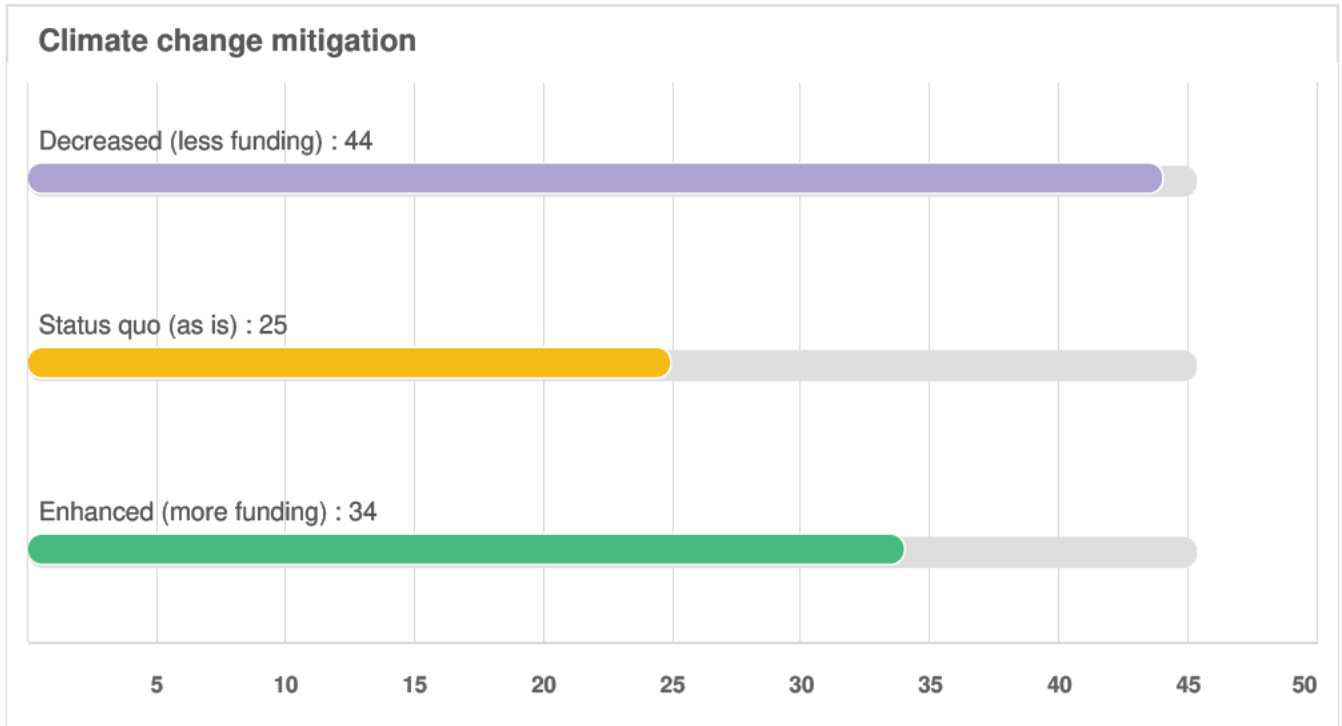


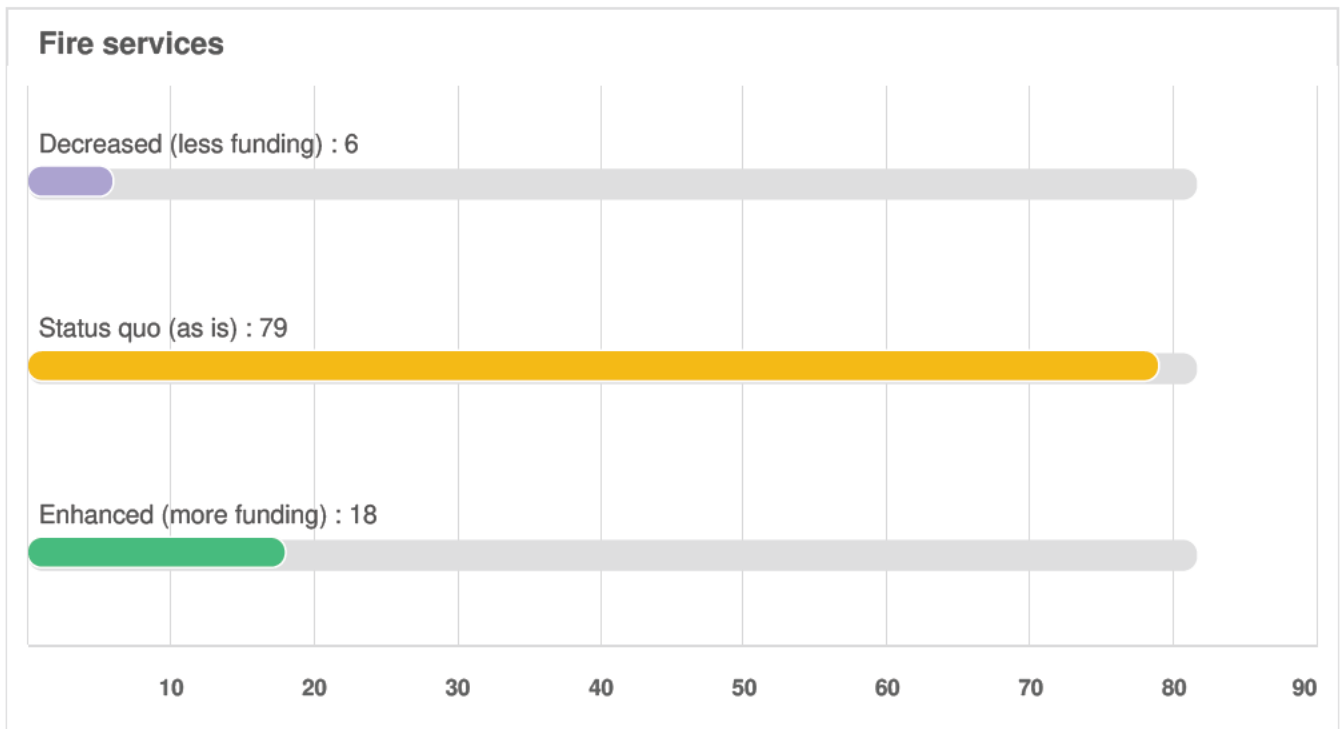


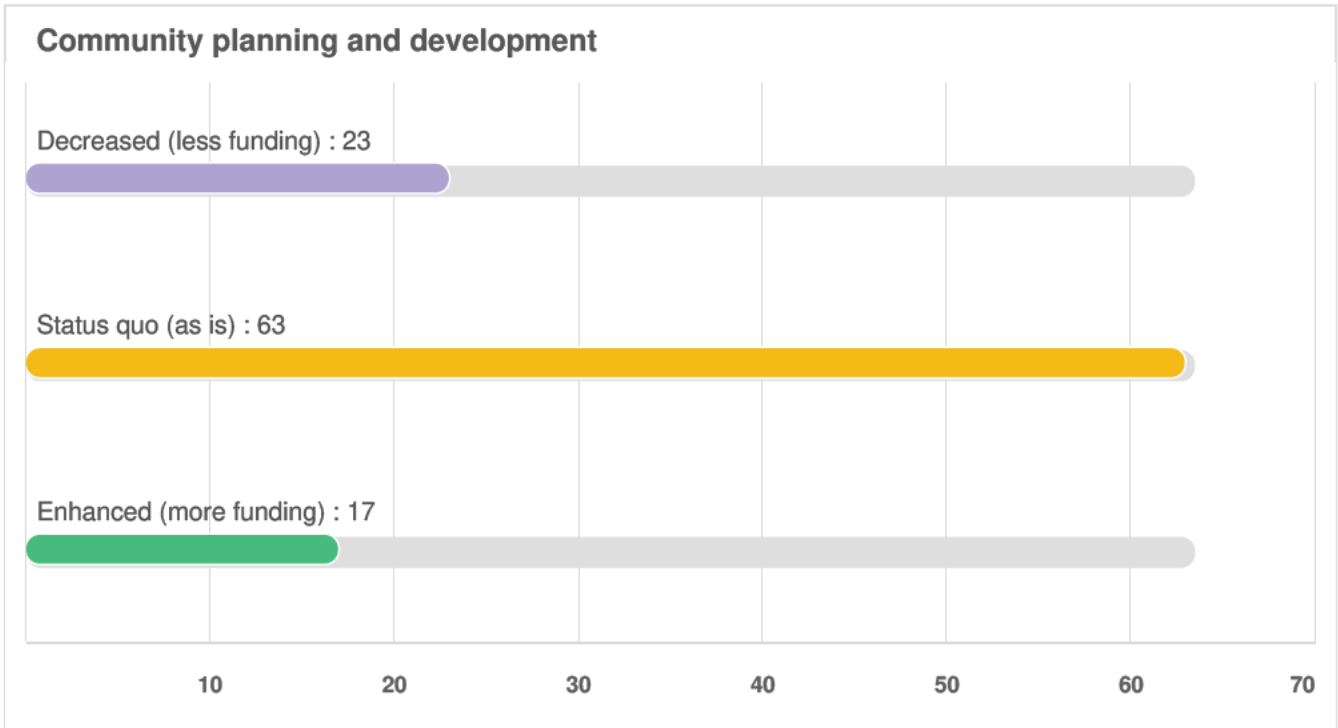


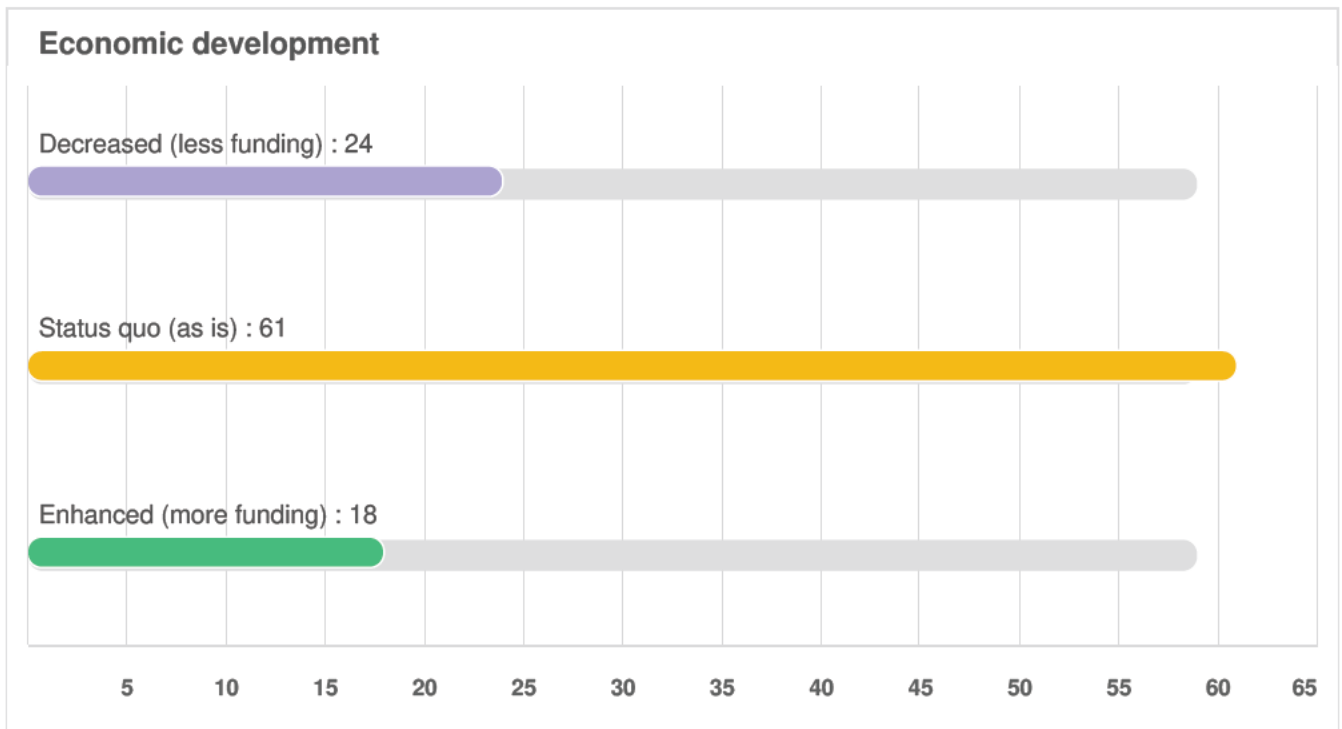


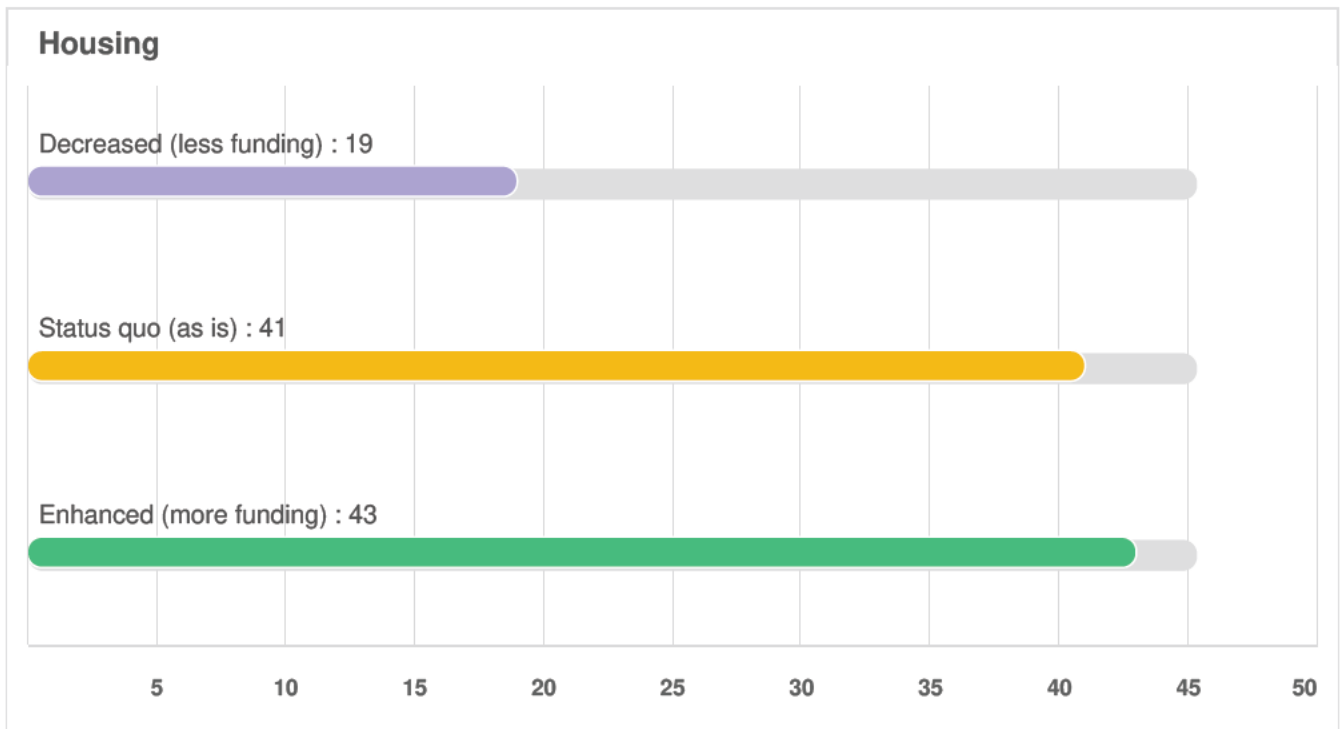


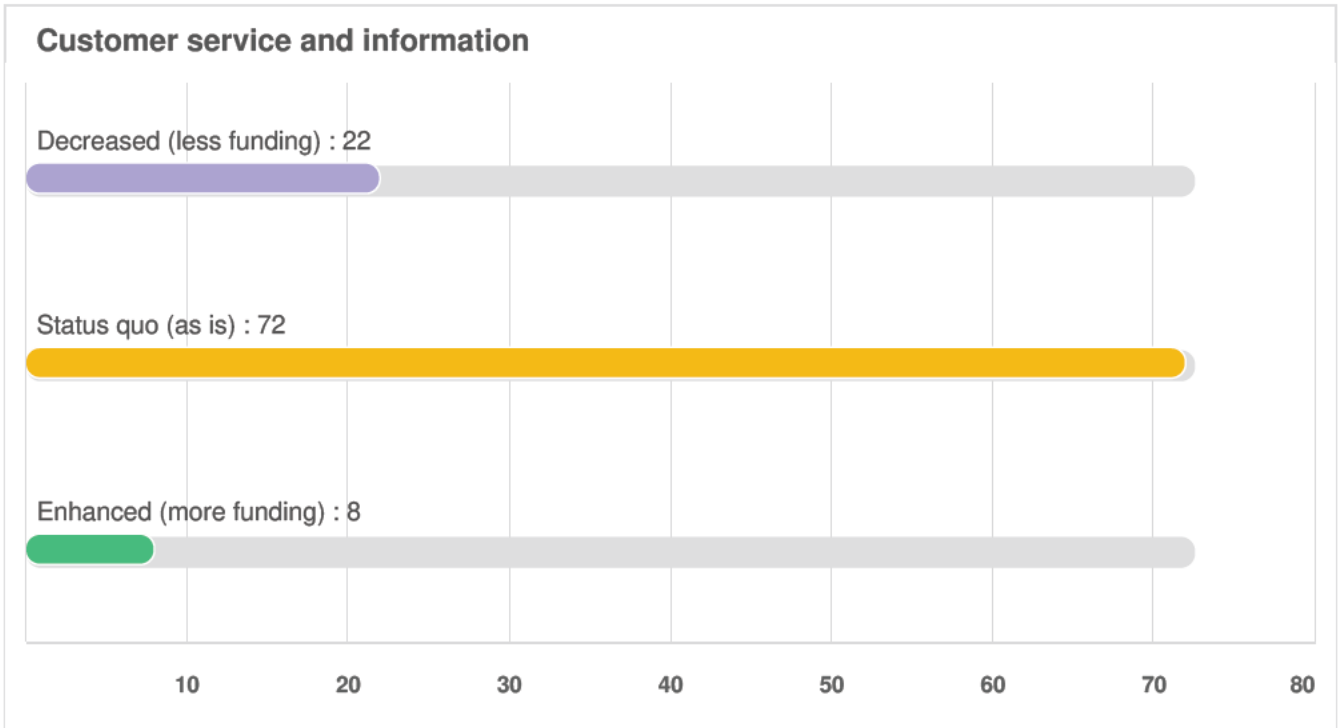


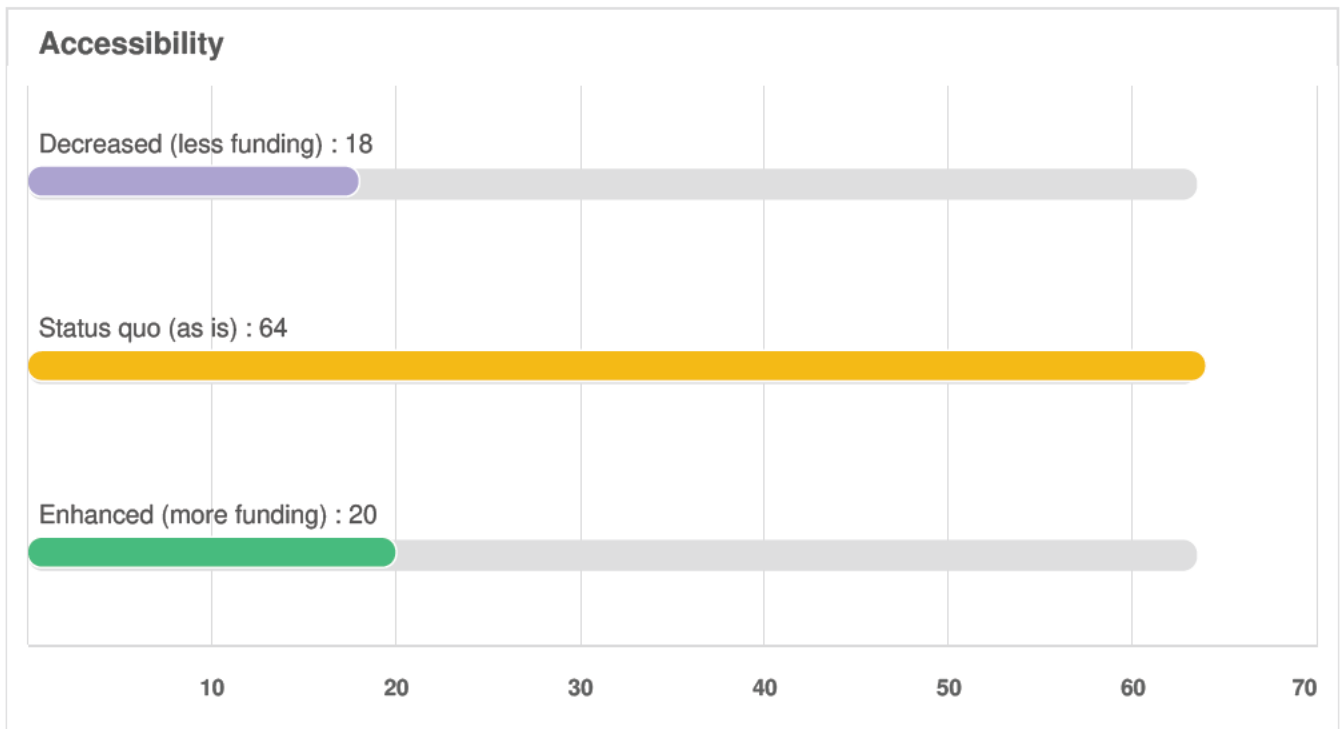












**Q2 | Priorities for the future**North Cowichan is focused on the 2025 budget, but we are also setting priorities and plans for fut...



Optional question (103 response(s), 0 skipped)  
Question type: Likert Question

**Q2 | Priorities for the future** North Cowichan is focused on the 2025 budget, but we are also setting priorities and plans for fut...

**Housing supply and affordability**

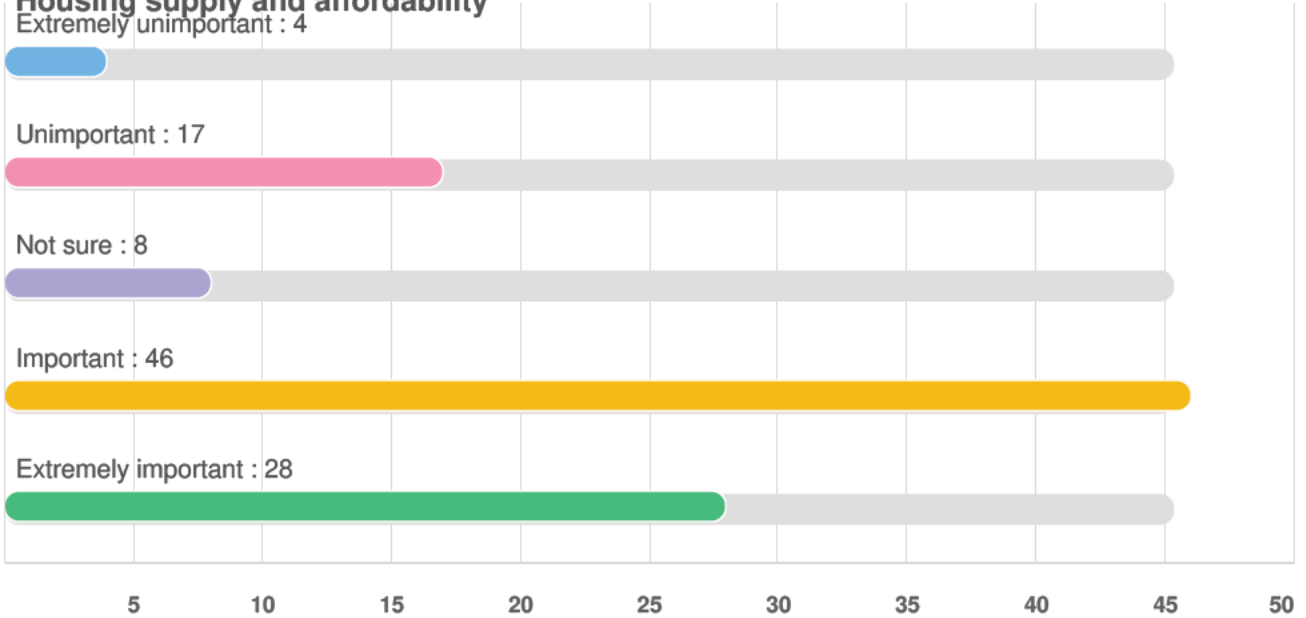
Extremely unimportant : 4

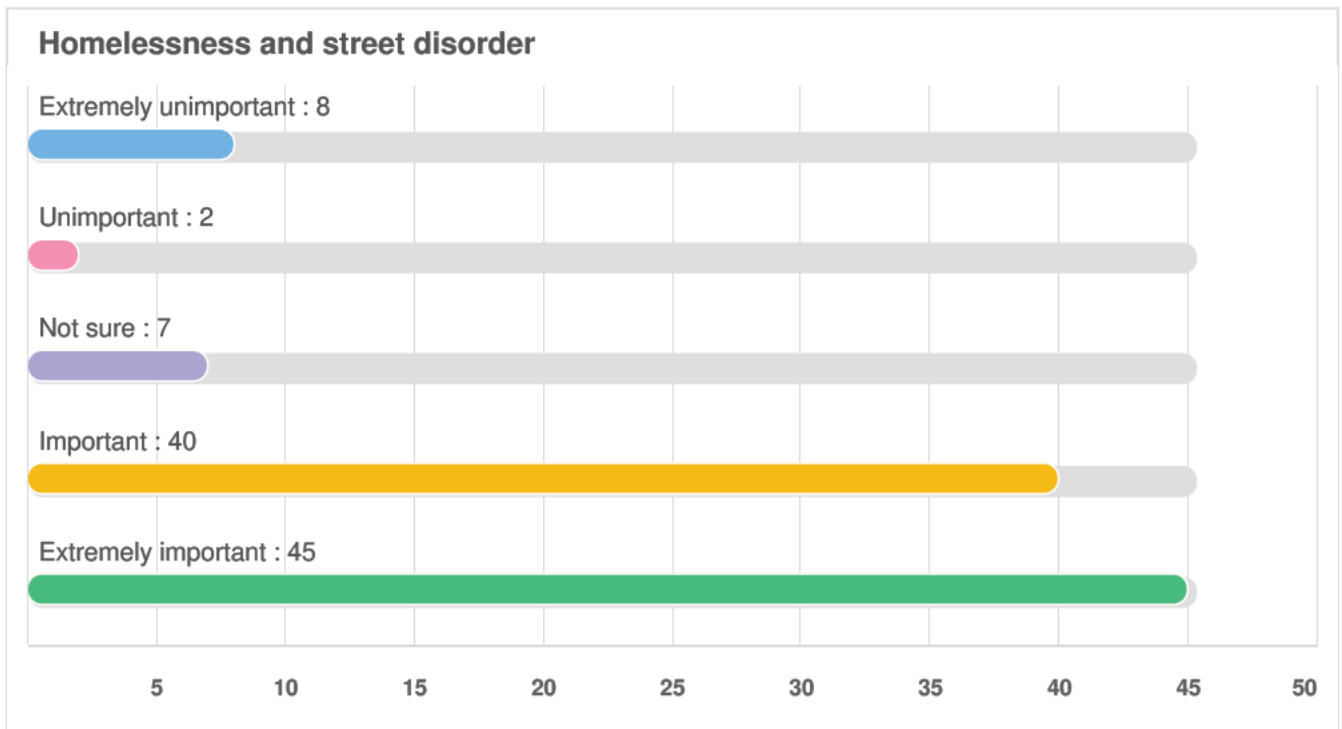
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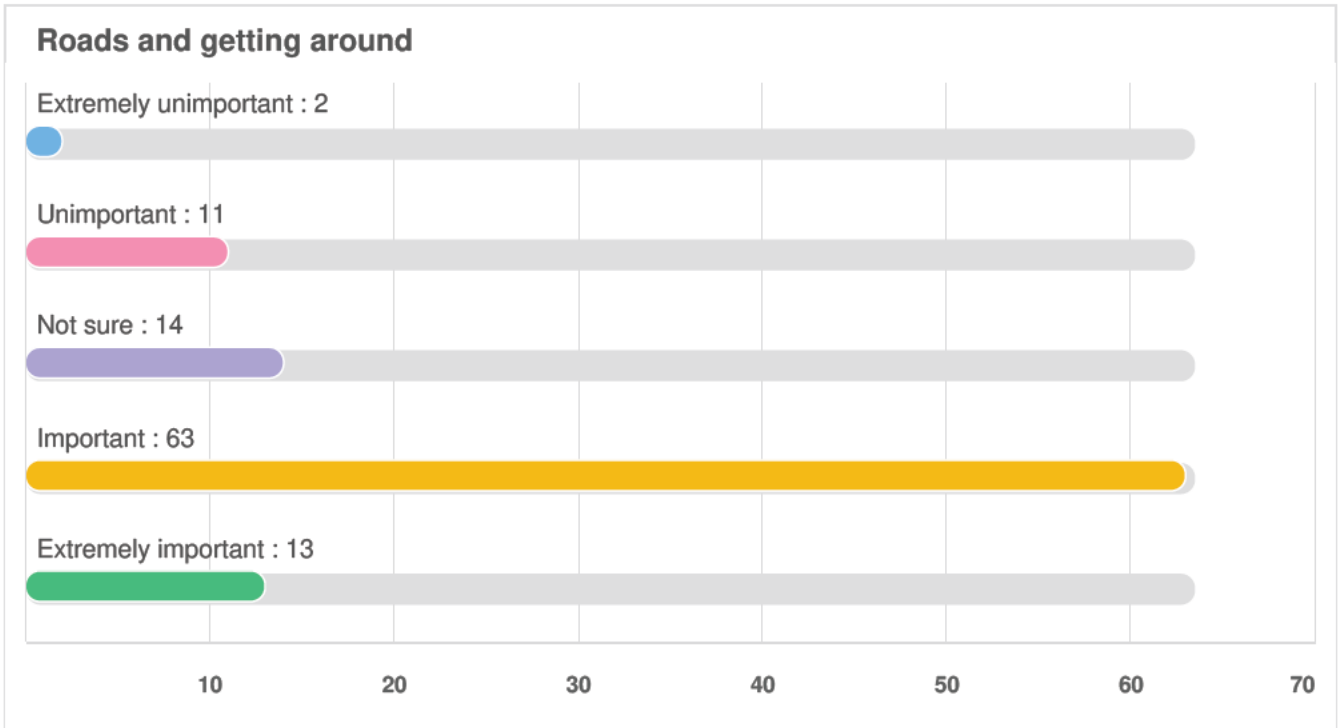
Not sure : 8

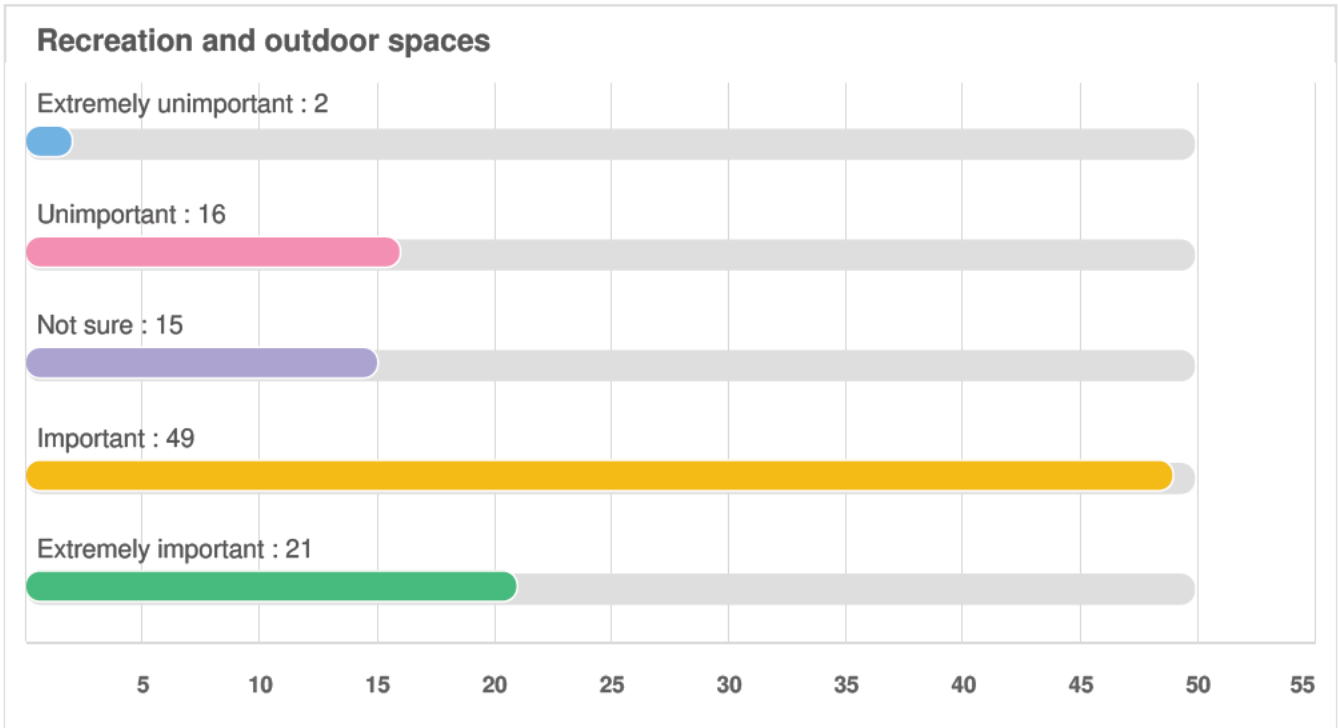
Important : 46

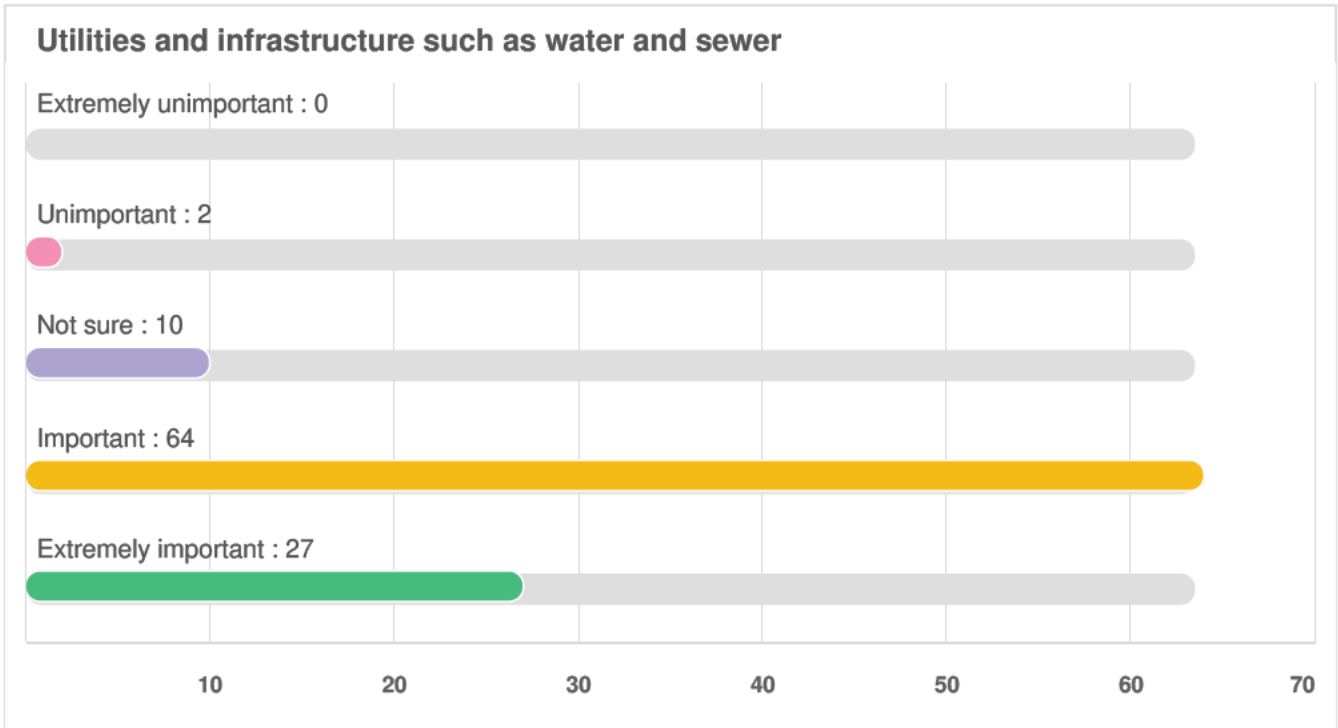
Extremely important : 28

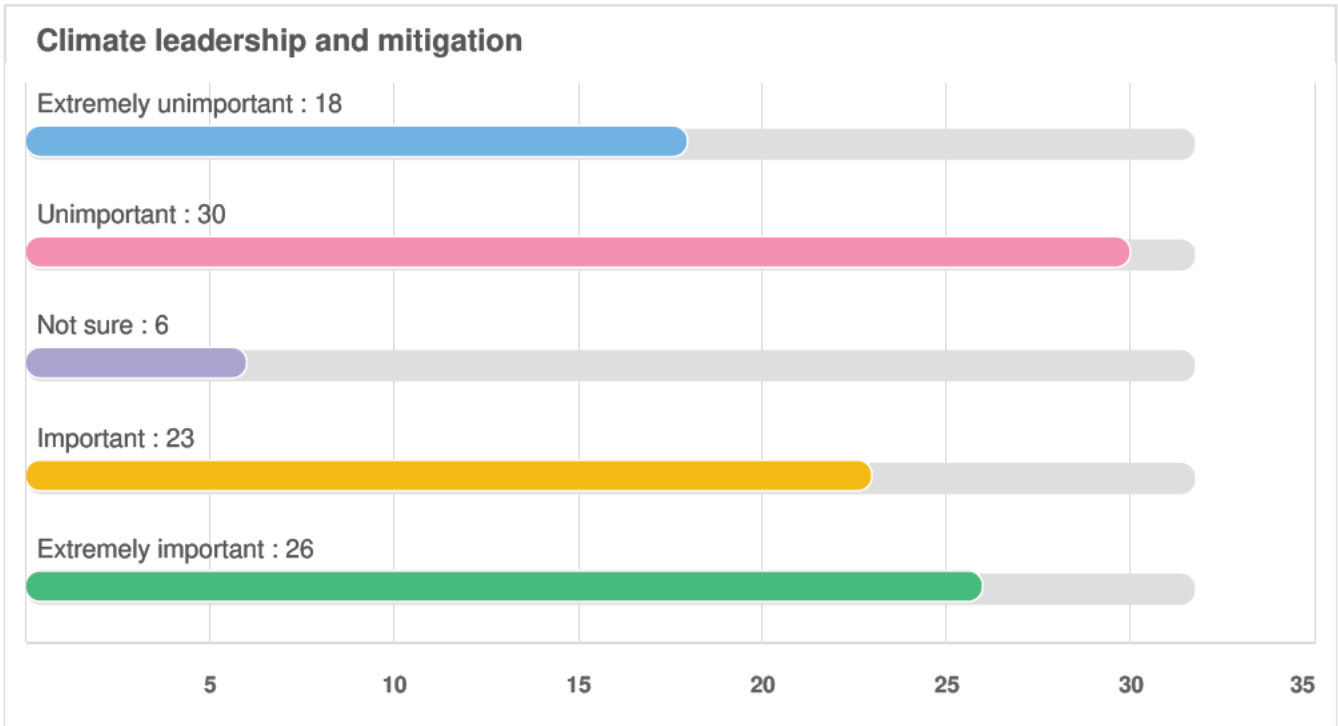




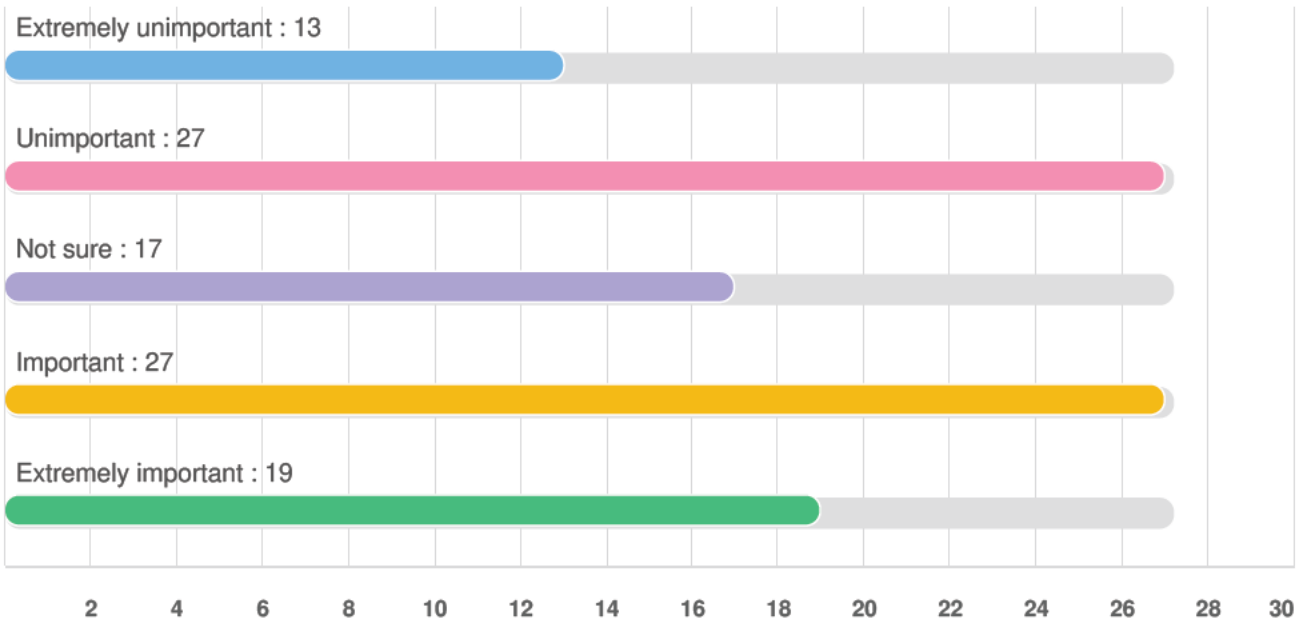








### Reconciliation and First Nations relations

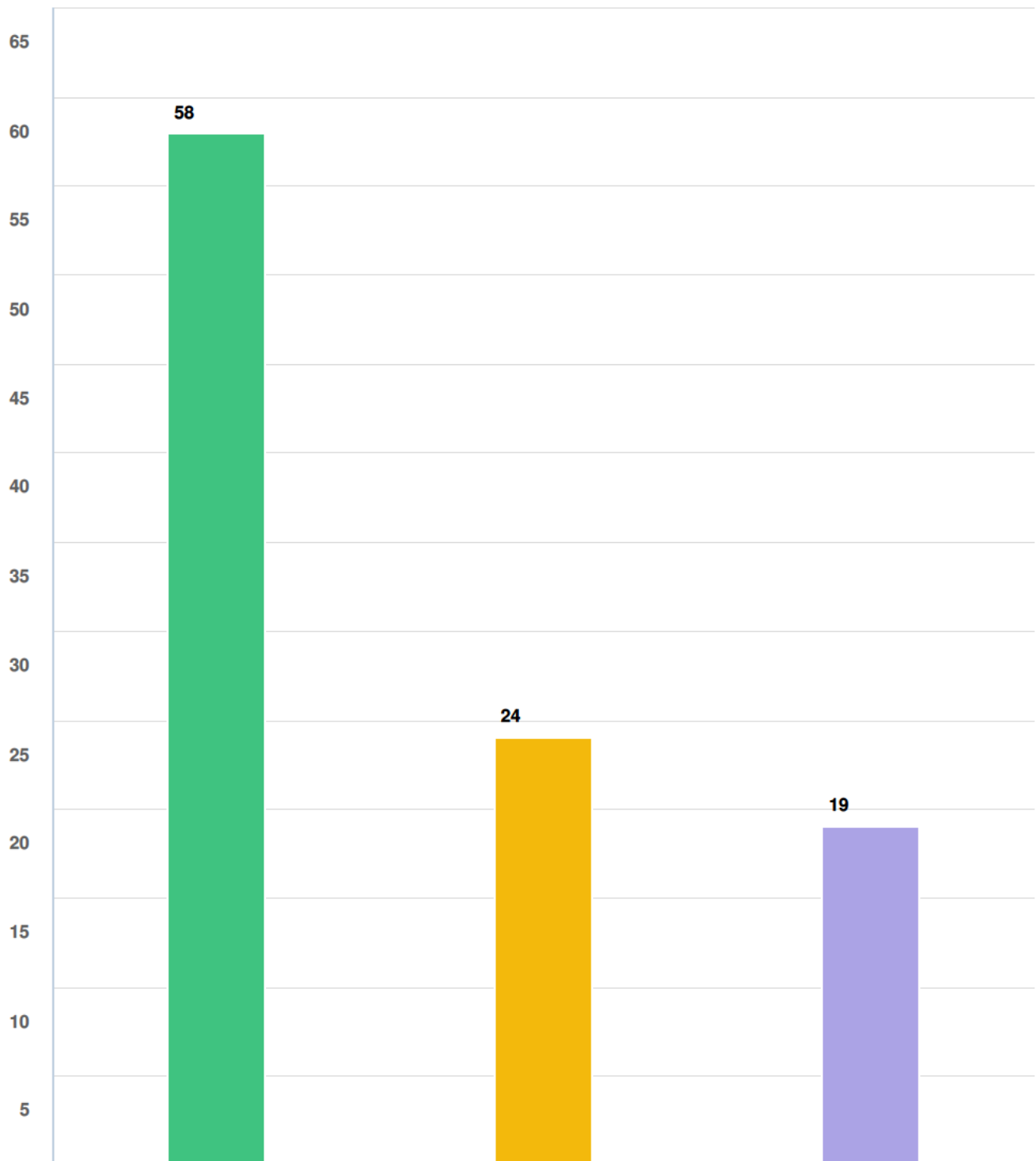


### Q3 | Capital investment Our capital budget sets our funding in order to purchase or deliver tangible things, such as roads, sewer...

OPTIONS	AVG. RANK
Engineering (water, sewer, curbside)	2.45
Public safety (fire halls, emergency equipment)	2.66
Transportation infrastructure (roads, sidewalks, active transportation)	2.90
Parks, trails, and open spaces	2.97
Recreation facilities (facilities, sports fields and courts)	3.92

Optional question (99 response(s), 4 skipped)  
Question type: Ranking Question

**Q4 | Level of satisfaction** Would you say you are generally satisfied with the overall quality of services provided to the residents and businesses of North Cowichan?



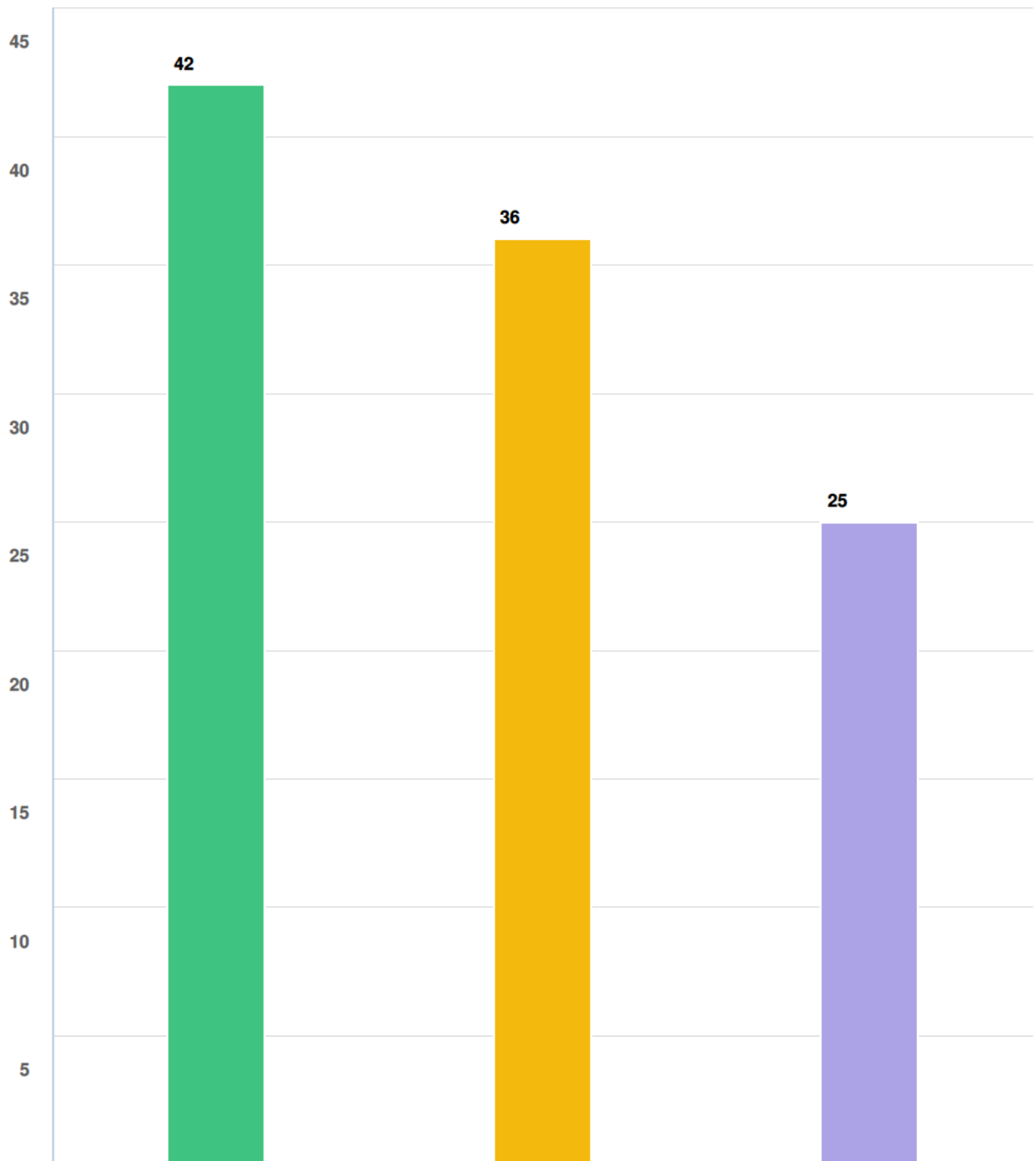
**Question options**

- I am not sure/don't know
- No, I am not satisfied
- Yes, I am satisfied

Optional question (101 response(s), 2 skipped)

Question type: Checkbox Question

**Q5** Do you get enough information about North Cowichan's budget, spending, and taxation?



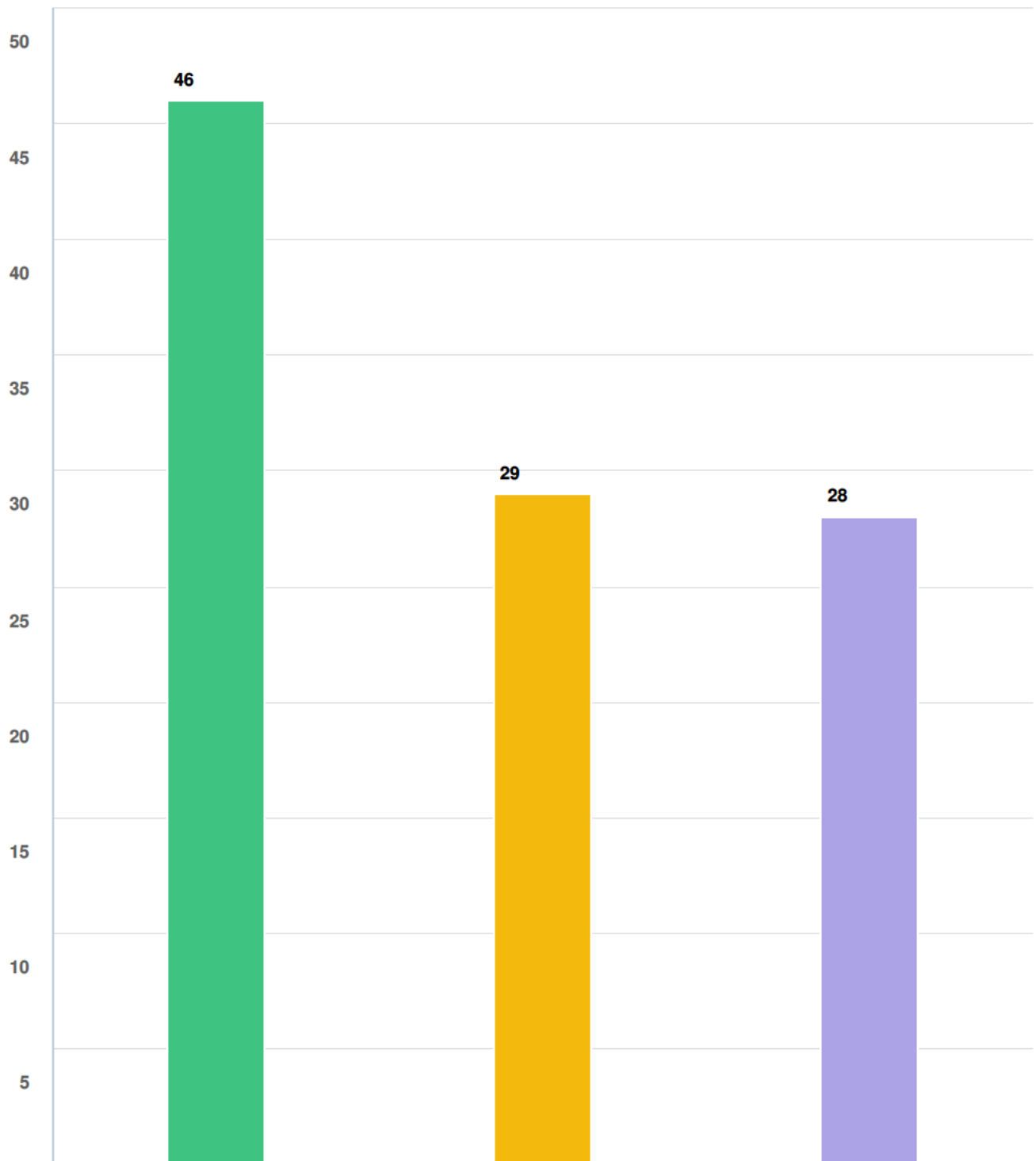
**Question options**

Not sure  No  Yes

Optional question (103 response(s), 0 skipped)

Question type: Checkbox Question

**Q6** Do you feel you have had opportunities to provide input into the budget?



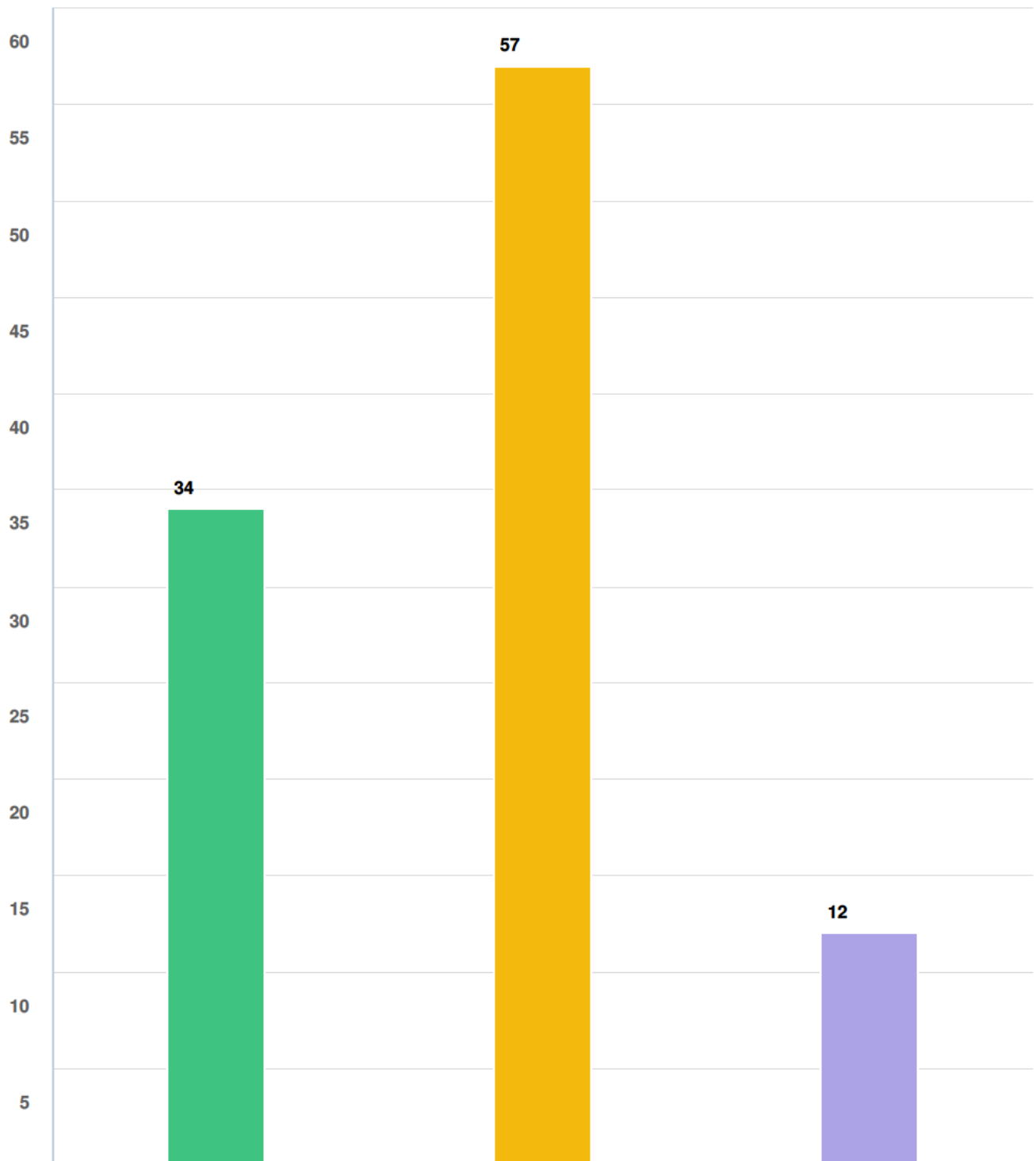
**Question options**

Not sure  No  Yes

*Optional question (103 response(s), 0 skipped)*

*Question type: Checkbox Question*

**Q7** Have you participated in previous budget engagement activities?



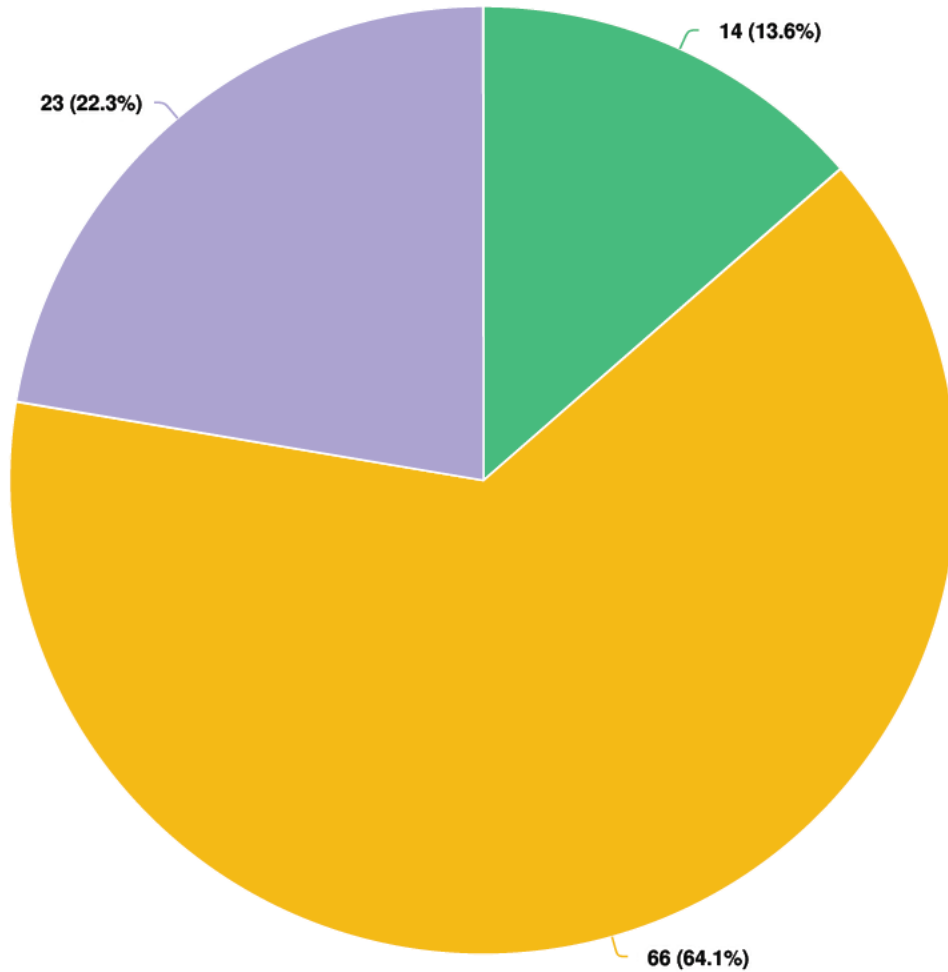
**Question options**

● Not sure ● No ● Yes

*Optional question (103 response(s), 0 skipped)*

*Question type: Checkbox Question*

**Q8 | Rate your level of awareness and understanding about how and where municipal budget dollars are spent:**

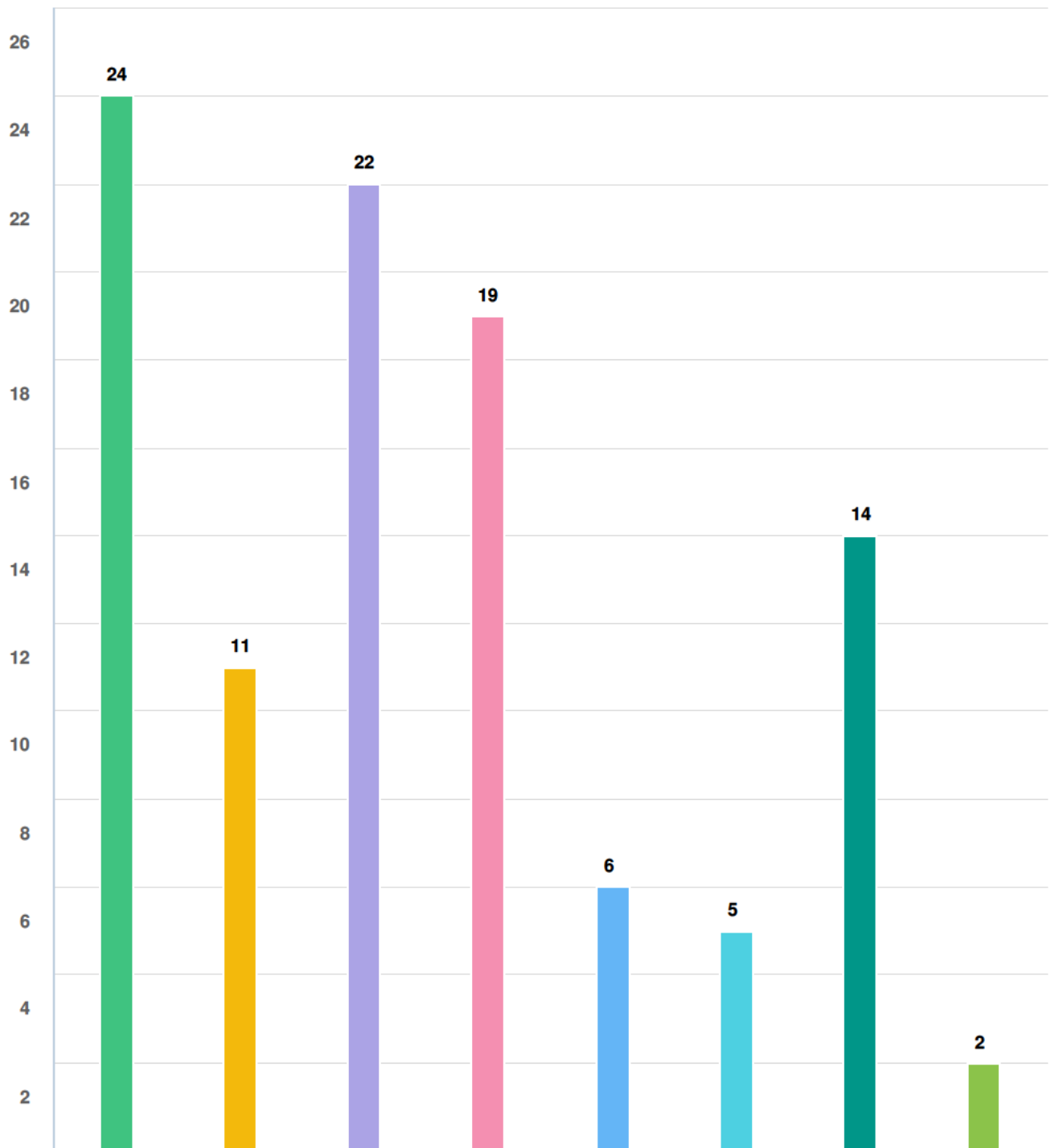


**Question options**

- Very aware
- Somewhat aware
- Not aware

Optional question (103 response(s), 0 skipped)  
Question type: Emoji Question

**Q9** What community do you live in?

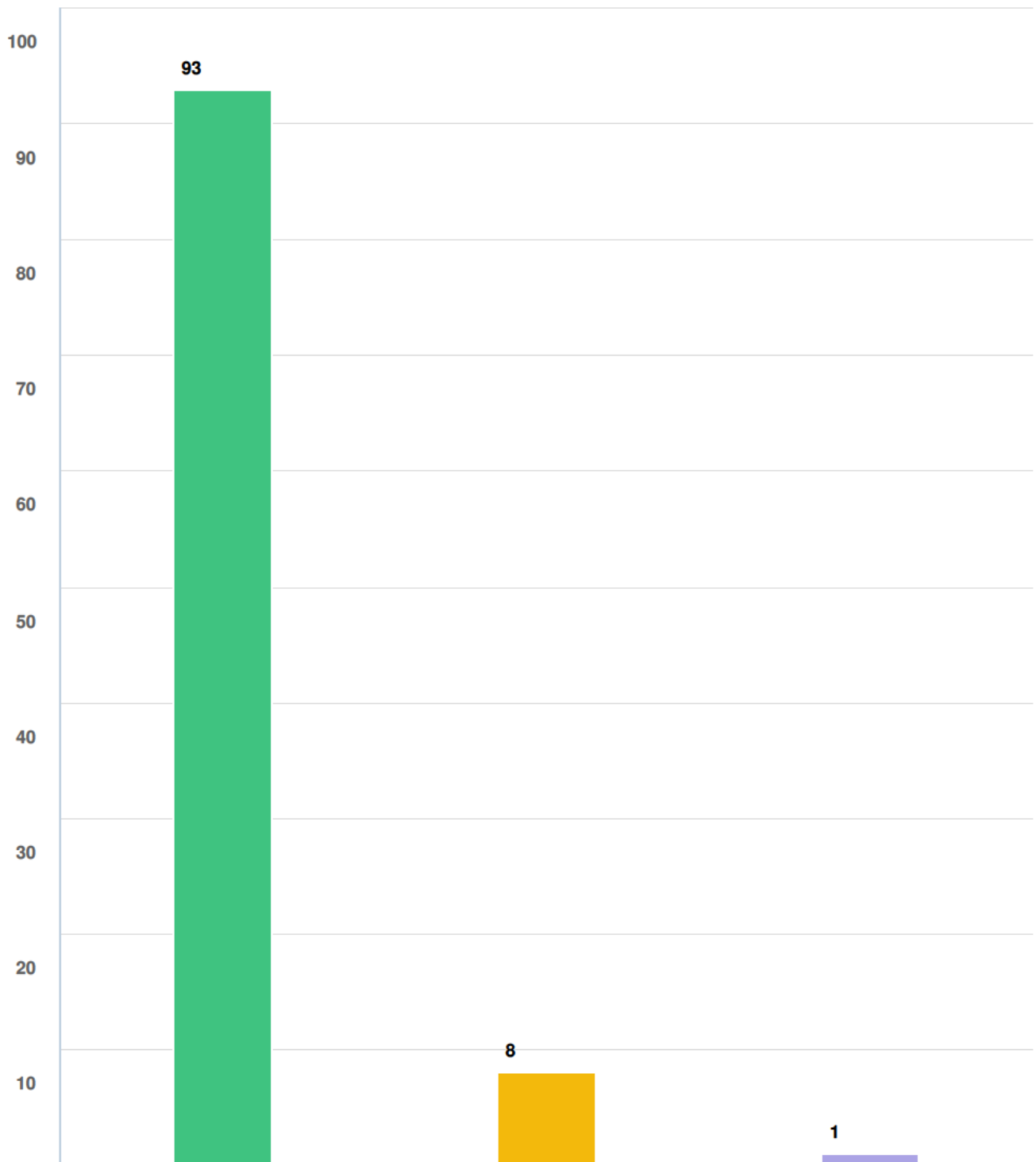


**Question options**

- I don't live in North Cowichan
- South End
- Berkey's Corner
- Bell McKinnon area
- Quamichan/Lakes
- Maple Bay
- Crofton
- Chemainus

Optional question (103 response(s), 0 skipped)  
Question type: Checkbox Question

**Q10** | Do you own or rent your home?



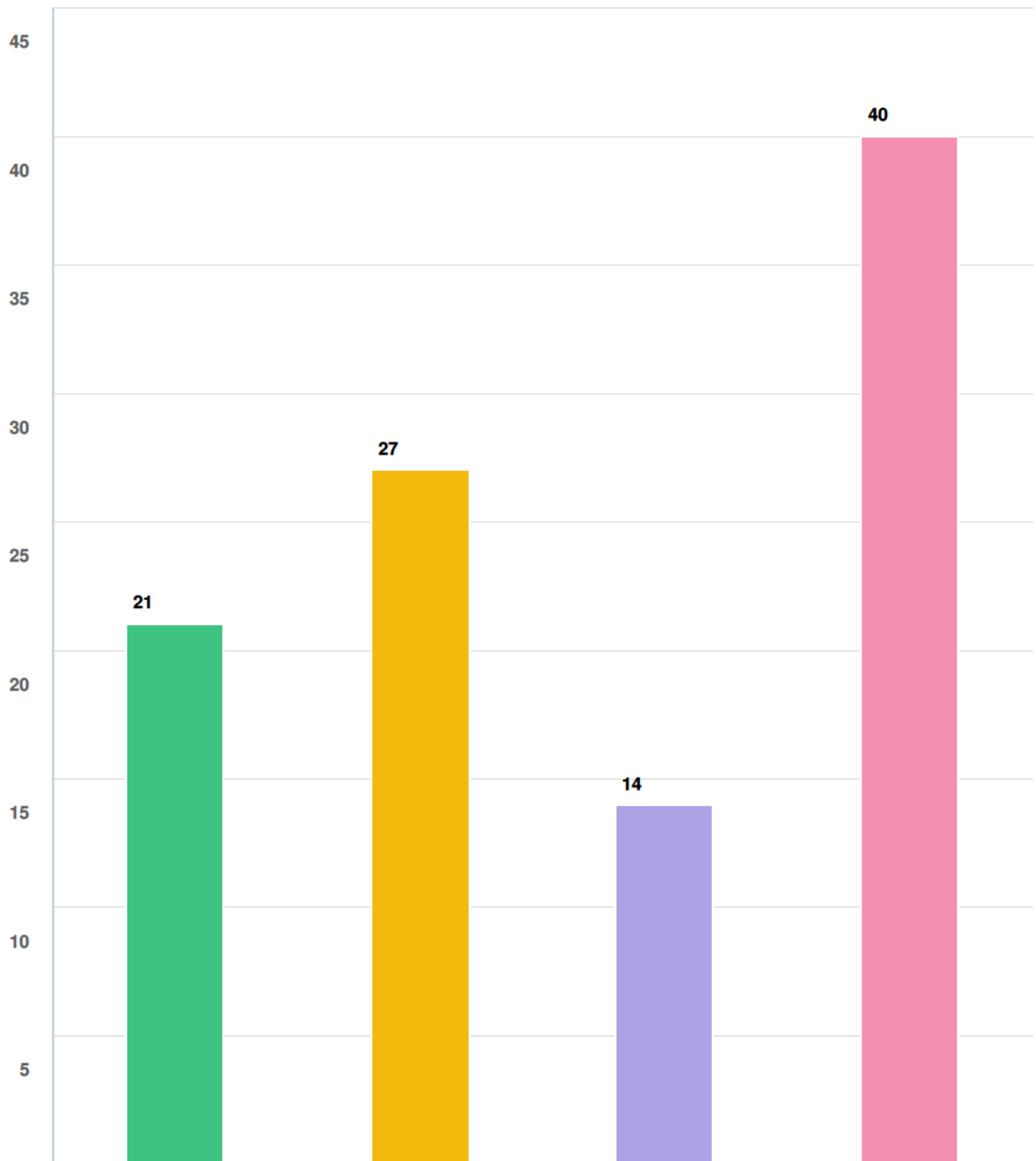
**Question options**

Other (please specify)   Rent   Own

*Optional question (102 response(s), 1 skipped)*

*Question type: Checkbox Question*

**Q11 | How long have you lived in North Cowichan?**



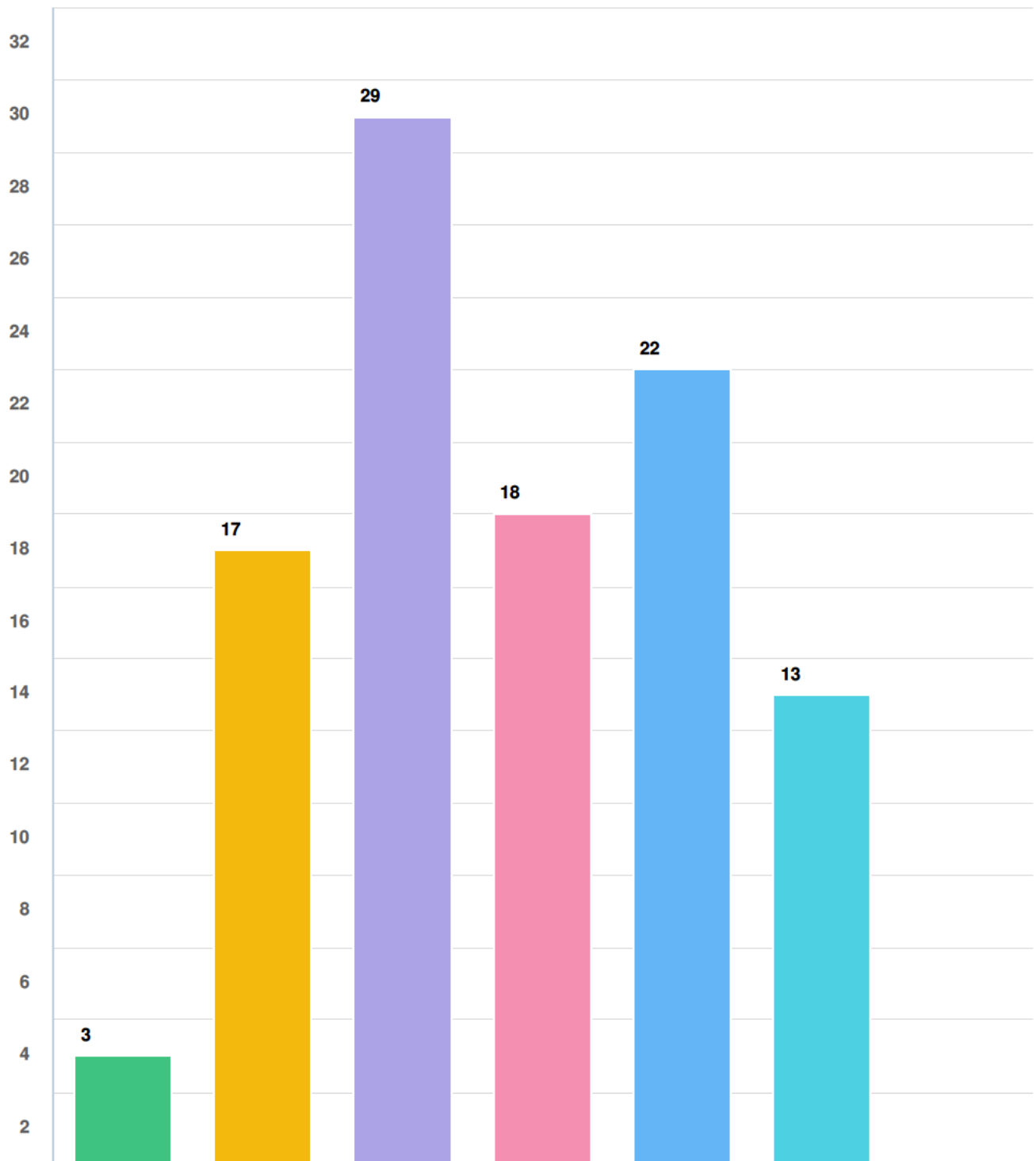
**Question options**

● 21+ years   ● 11 - 20 years   ● 6 - 10 years   ● Under 5 years

*Optional question (102 response(s), 1 skipped)*

*Question type: Checkbox Question*

Q12 | Age

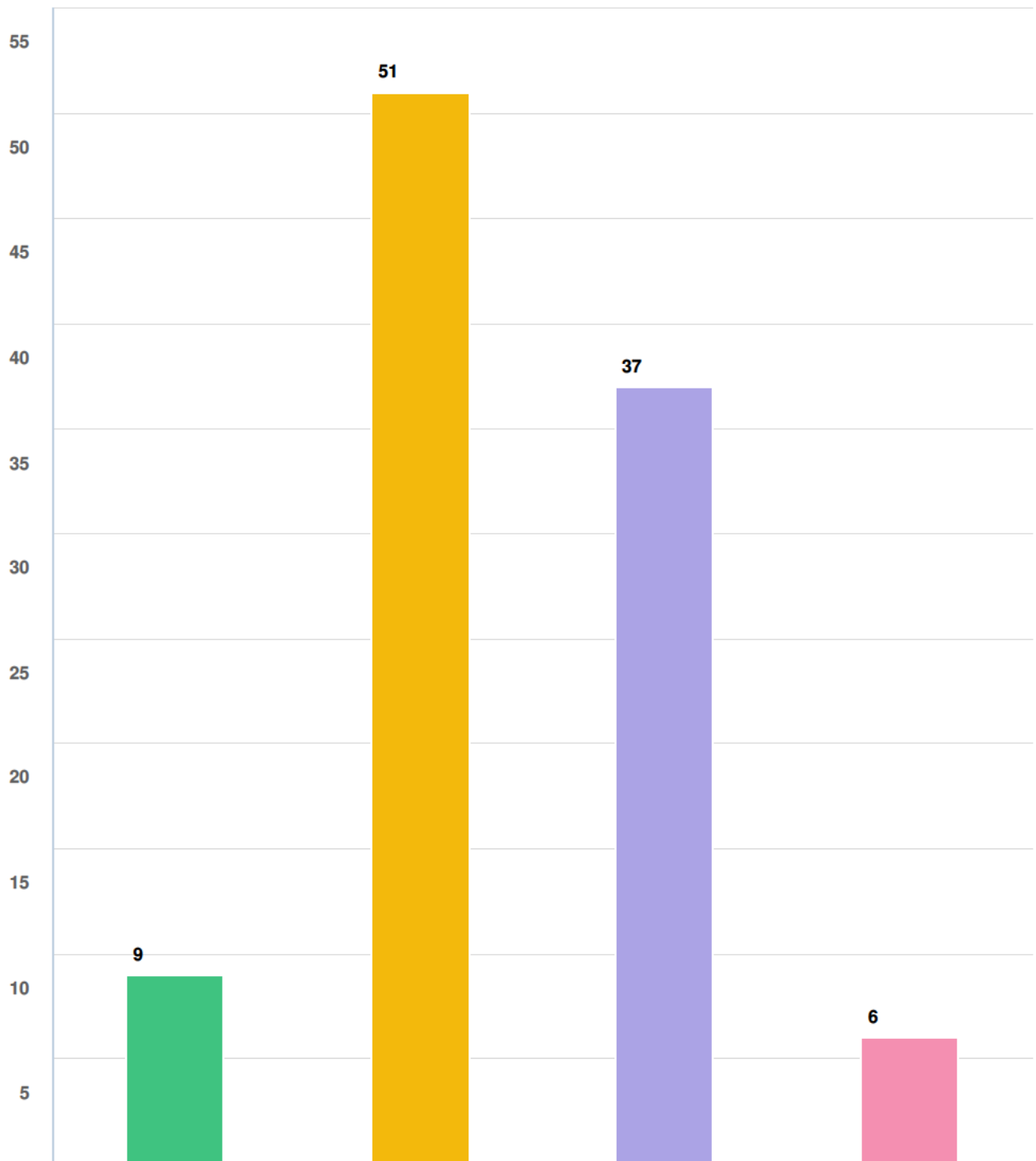


Question options

- Under 18
- 19 - 29
- 30 - 39
- 40 - 49
- 50 - 59
- 60 - 69
- 70 +

Optional question (102 response(s), 1 skipped)  
Question type: Checkbox Question

**Q13** How many people live in your household?

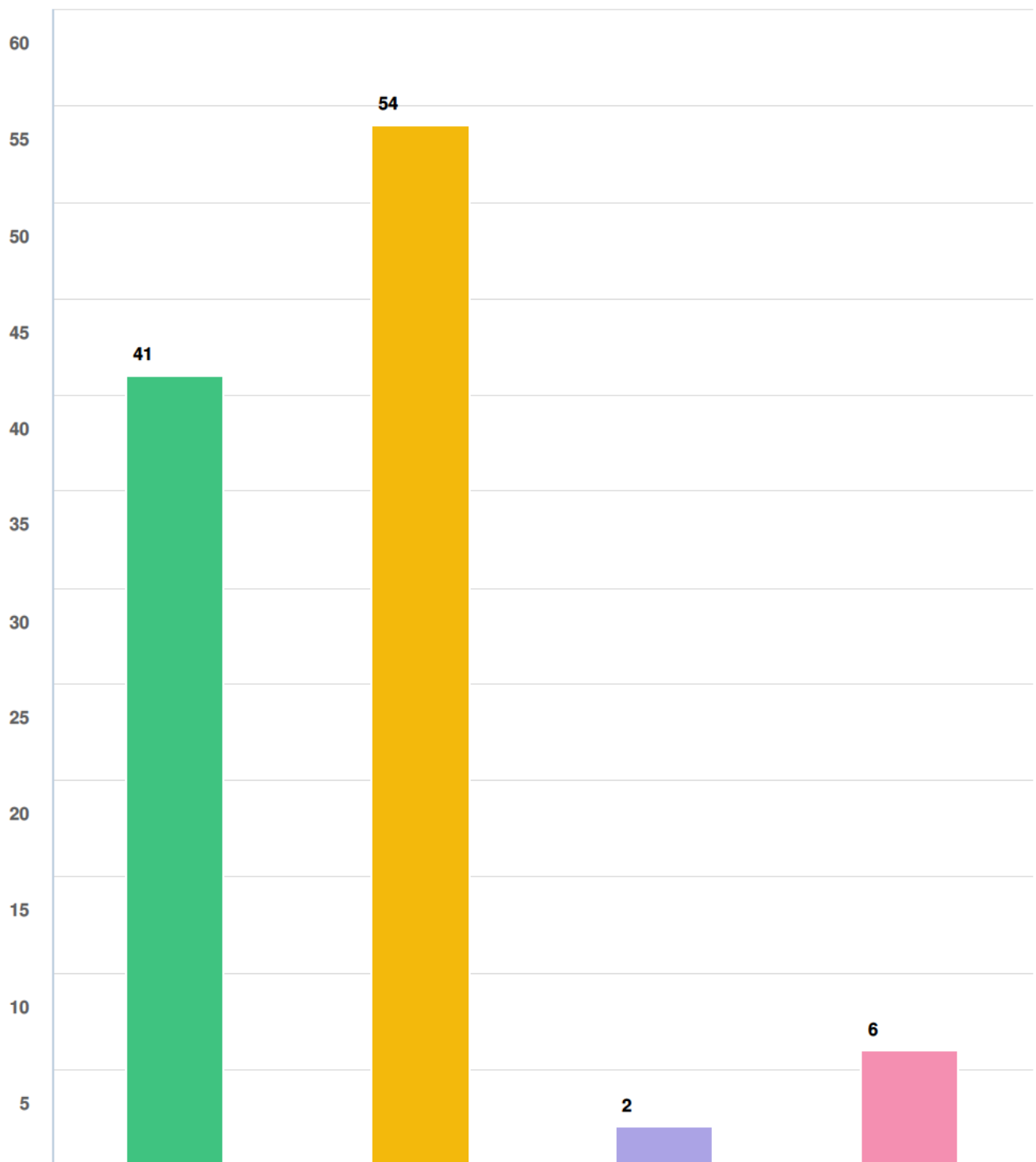


**Question options**

- 5+
- 3 - 4
- 2
- 1

Optional question (103 response(s), 0 skipped)  
Question type: Checkbox Question

Q14 | I identify as:



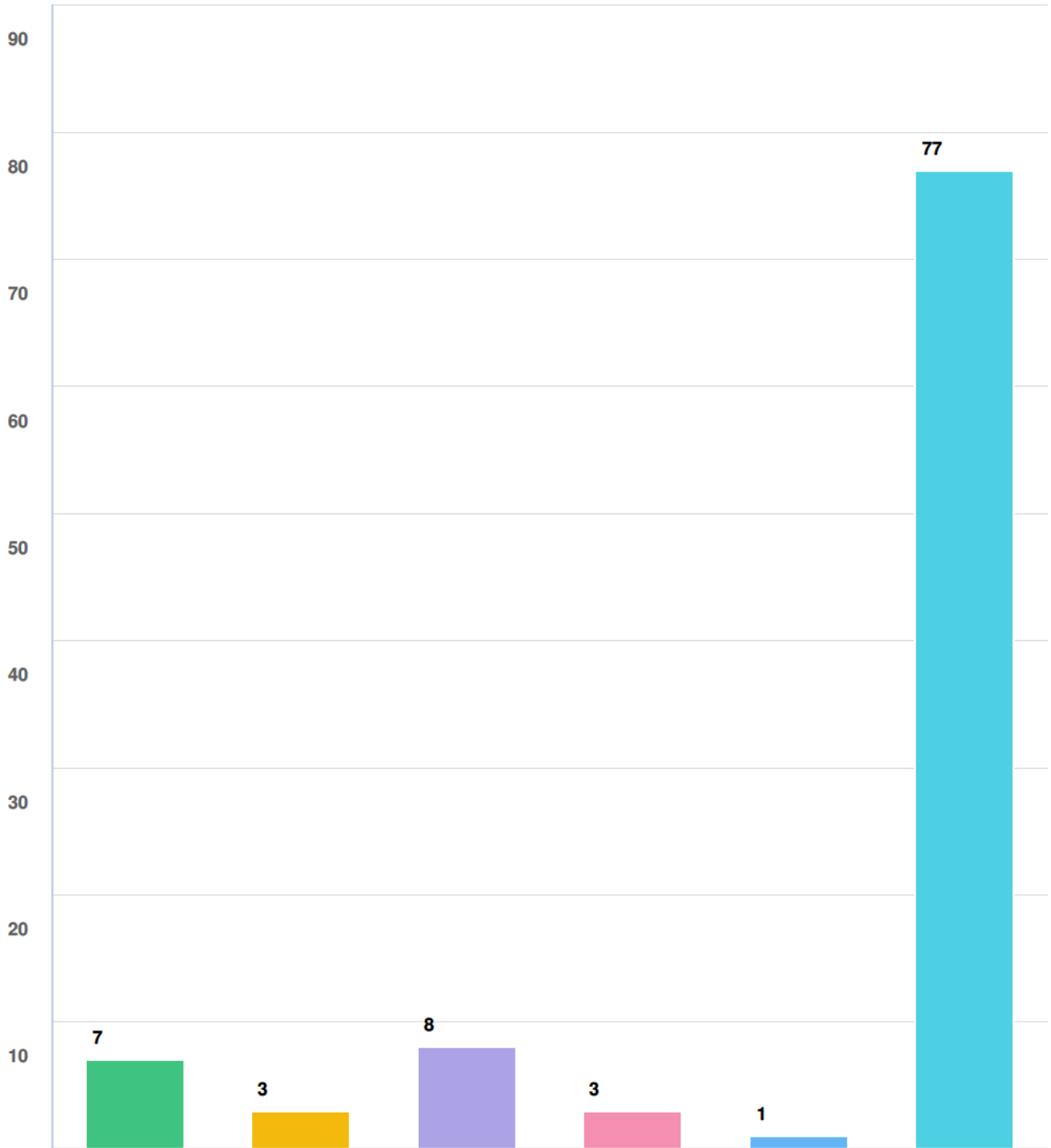
**Question options**

Other/Prefer not to say   Non-binary   Female   Male

Optional question (103 response(s), 0 skipped)

Question type: Checkbox Question

**Q15** | North Cowichan is committed to hearing from marginalized, disadvantaged, and under-represented groups. Do you identify as someone in the following group(s)? (choose all that apply).



**Question options**

- None of the above
- Under/unhoused
- Immigrant
- Person with a disability
- Indigenous
- 2SLGBTQIA+

Optional question (95 response(s), 8 skipped)

Question type: Checkbox Question