

Annex A

CONSULTATION METHODOLOGY AND PUBLIC OUTREACH FEEDBACK

The Sustainable Development Project

The Sustainable Development Project is intended to create a system by which to monitor, analyse and manage changes to Bermuda. It will create a framework within which to make wise, long-term decisions for our future guided by some basic principles, such as equality and opportunity for all, a stable economy, and maintenance of Bermuda's unique culture, environment and heritage.

The Sustainable Development project team was charged with the task of devising a plan to address the unsustainable issues in Bermuda such as housing, transportation, lifelong learning, economic democracy, waste, climate change, health, open space, etc.

Each Ministry throughout the Government has identified point persons to ensure that the work of the project team does not occur in isolation of the work that is presently underway throughout the Government and the wider community.

To ensure links are made to the wider community, the project is guided by an independent advisory body representative of the broader community of Bermuda. This body, the "Sustainable Development Round Table", is made up of 18 persons from a cross-section of Bermuda. Cabinet has also agreed that the Round Table will remain standing after the lifetime of the project and that progress against the Action Plan will be monitored and reported on by the newly formed Sustainable Development Unit to be located at the centre of Government.

This Unit and Round Table will ensure follow up. The Unit will also publish an annual report on the progress of the actions and develop a set of sustainable development indicators to help track progress in achieving a better quality of life.

Stakeholder consultation

The course Bermuda charts into the future needs to be informed by all Bermudians, young and old, rich and poor. Therefore, as the first step in the Sustainable Development Project, Government carried out wide-ranging public consultation in order to stimulate a national debate on Bermuda's Sustainable Development and gather the views of Bermuda's residents.

More specifically consultation aimed to:

- Raise awareness of the main sustainable and unsustainable trends facing the future of Bermuda;
- Determine what Bermuda's residents believe Bermuda should be like in the future (including what they think should be safeguarded and what should change);
- Identify what the public considers to be the greatest challenges facing Bermuda's long-term sustainability; and
- Gather suggestions for solutions to these challenges.

On the basis of the views gathered and solutions suggested the Project Team has looked at the impacts of different options in order to develop the draft Sustainable Development Strategy and Implementation Plan. This draft plan sets a menu of options for specific actions needed to put Bermuda on a more sustainable path.

Consultation methodology

This document sets out **how** the views of Bermuda's residents were gathered, outlining methods used in:

- 1) Public outreach carried out by the Sustainable Development Project Team, and;
- 2) A public perception telephone survey done by Total Marketing and Communications Limited (TMC)

The results from this consultation process are attached as:

- Public Outreach Feedback
- Telephone Survey Results

1. **Public outreach**

a) **One-on-one interviews with members of the Bermuda public**

Members of the Sustainable Development Project Team interviewed members of the public at:

- the Bermuda Annual Exhibition at the Botanical Gardens on 21, 22, 23 April 2005 (over 200 interviews)
- the End-to-End finish line on 7 May 2005 (over 40 interviews)

These views were recorded and entered into the public feedback database.

b) **Public meetings**

The Sustainable Development Project Team held six public meetings in different locations across the island:

- 10 May 2005, St. James Church Hall, Sandys
- 12 May 2005, Penno's Wharf, Town of St. George
- 17 May 2005, Leopards Club, City of Hamilton
- 19 May 2005, Spice Valley Middle School, Warwick
- 14 June 2005, Whitney Institute Middle School, Smith's
- 14 June 2005, Bermuda National Gallery, lunch-time public lecture

During those meetings the Project Team gave a brief presentation to provide background information on sustainable development and the Sustainable Development Project and to raise awareness regarding some of the main challenges which could threaten the island's long-term sustainability.

Attendees were then asked:

- What do you think Bermuda needs to protect and safeguard for future generations?
- What do you view as the main challenges Bermuda faces?
- What suggestions can you offer as solutions?

Comments were recorded by Project Team members and have been incorporated into the Public Feedback database.

c) **Outreach meetings: special interest groups/societies/organisations**

Throughout the consultation process the Project Team repeatedly extended invitations to

go and speak with, and listen to any group who wanted to share their views. In addition the Project Team organised meetings around specific issues to which key stakeholders were invited.

The following is the list of consultees:

i) **Social services**

- Women's Resource Centre
- Fairhaven
- Physical Abuse Centre
- Habitat for Humanity
- Hands of Love
- Employee Assistance Programme
- Teen Services
- Parents Anonymous
- Single Parent Families – Advocates in Christ
- The Continental Society of Bermuda
- Residential Home
- Salvation Army Homeless Shelter
- National Drug Commission

ii) **Other social services**

- St. John's Ambulance Brigade (over 15 people)
- Coalition for the Protection of Children
- Westgate inmates
- Centre on Philanthropy
- ACE Foundation
- Donor Forum
- Age Concern – afternoon workshop with members (30 people)
- Bermuda Autism Support and Education
- Hospital management team
- Hamilton Kiwanis
- Sandys Rotary Club
- Pembroke Rotary Club
- Bermuda Society for the Blind
- Human Rights Commission

iii) **Culture and heritage**

- John Zuill
- Joanne Brangman
- Ruth Thomas

- Lance Furbert
- Laura Gorham
- Shirley Pearman
- Joy Wilson–Tucker
- Dr. Clarence Maxwell

iv) **Tourism**

- Bermuda Hotel Association
- Bermuda Alliance for Tourism

v) **Land Use and planning**

- Bermuda Association of Surveyors
- Institute of Bermuda Architects
- Association of Professional Engineers
- Bermuda Association of Landscape Architects
- Development Applications Board
- Agricultural Board
- Building Materials Committee
- Construction Association of Bermuda
- Committee for the National Policy on Disabilities
- Historic Buildings Advisory Committee

vi) **Municipalities**

- Corporation of Hamilton
- Corporation of St. George's

vii) **Unions**

- BPSU
- BIU

viii) **Business**

- Chamber of Commerce
- Bermuda Employers Council
- Bank of Bermuda
- Capital G
- BELCO
- ABIC
- International Business Forum
- BIBA
- KPMG employees – lunch-time information session

- Bermuda Monetary Authority
 - Bermuda Small Business Development Corporation
- ix) **Religion**
- Breakfast with 100 members of the clergy
 - St. Paul's AME – Afternoon workshop
 - Marsden First United Methodist Church – workshop
- x) **Youth**
- Students' forum – (students from all high schools invited)
 - PRIDE – workshop
 - Sandy's Middle School Students – workshop
- xi) **Education and training**
- Bermuda College
 - Community Education and Development
 - National Training Board
 - Bermuda Careers Centre
- xii) **Environment**
- Bermuda National Trust
 - Audubon Society membership
 - Bermuda Biological Station for Research
 - BUEI – (sea level rise)
 - Bermuda Zoological Society membership
 - Environmental 'Eco' Coalition
 - Biodiversity Strategy and Action Plan team
 - Greenrock
 - Environmental Authority
- xiii) **Miscellaneous**
- WEDCo
 - BHC
 - Bermuda Independence Commission
 - Canadian Consul
 - The Opposition
 - Margaret and Peter Forster – (alternative energy)
- d) **Consultation document**
- As a basis for debate a consultation document was published, and mailed to every

household in Bermuda. This document set out the biggest challenges to Bermuda's sustainability and aimed to raise awareness of both the main sustainable and unsustainable trends

A questionnaire accompanied the consultation document package to give all members of the public an opportunity to express what they wanted to see for the future of Bermuda, write what they saw as the main challenges Bermuda faces, and offer suggestions and solutions as to what should be done. 795 questionnaires were returned. All questionnaires were read through, and all new comments were logged in the public feedback database.

e) **Submissions from the public**

The Sustainable development project team invited initial submissions via Press notice during February/March 2005. In addition, each week the project team wrote a diary entry for the *Bermuda Sun* which concluded by asking for input via phone or e-mail. Contact information was also included in each presentation given, and all were encouraged to send in submissions. From this effort, various submissions were received and read by team members.

2) **Telephone survey done by Total Marketing Group**

As part of its Sustainable Development Project, the Government's Central Policy Unit commissioned Total Marketing and Communications Limited (TMC) and its Canadian affiliate Corporate Research Associates Inc. (CRA) to conduct the **2005 Public Perception Study on Sustainable Development**. This study was undertaken to seek public input on the concept of sustainable development and what it means for Bermuda.

A random telephone survey was administered to a total of 401 Bermuda residents 18 years or older between April 29 and May 7, 2005. A sample this size yields a margin of error of $\pm 4.9\%$ in 95 out of 100 samples. The average length of time required to complete an interview was 21 minutes. To best represent the opinions and attitudes of Bermuda's residents, results from the 2005 Public Perception Study on Sustainable Development were weighted by race according to the most recent census.

The following pages represent the actual succinct and honest comments received from the public during consultation in 2005 and these comments have shaped the proposed options for action contained in the draft Plan. There has been an attempt to provide the feedback below in as original form as possible, with slight modifications for spelling and grammar.

Feedback on the Questionnaire

Comments/Concerns/Perceptions

- If awareness for Bermuda "real" problems could be raised, perhaps people would stop being so petty and instead worry about genuine problems. This pamphlet and survey are a step in the right direction. Kudos to you.
- Need to talk about things. Put it out there. This is a good start.

- No point in questionnaires
- Do you really care what I think? YOU ALL are going to do what you please whether we fill these forms our or not
- I have a feeling these questionnaires will like everything else end up in the trash. Many of us feel: why bother.
- Will anyone read this? Why am I wasting my time? Zimbabwe here we come.

What should be done? Suggestions/Solutions

Suggestions for next steps

- Make it an annual survey
- Do not play with the people when it comes to this questionnaire. The pressure is high. WE don't want to have to see this as another waste of our time. This is lot of writing. Take us seriously for a change. I'm SERIOUS
- Keep on education so that we can see the outcomes – pitfalls if we don't
- Continue to seek the opinions of citizens and private sector by questionnaires such as this. With practice framing of questions will improve as will our replies
- Survey is a start. Finding out how the people feel, listening to our concerns implementing some of our suggestions. This is our country too! WE need to be heard
- We have a lot of data – stop gathering so much more and use what we have – focus on getting things done instead
- Need a meeting to give the result of this survey
- Keep spreading information and future statistics
- Need more of these surveys. Just as user friendly
- Continue to provide the facts the stats and the truth and just maybe people will see that Bermuda their island home is at stake
- Continue to provide hard facts on how our lives are going to be negatively affected in OUR lifetime if we don't do something now
- For a large amount of the community who will not respond to this questionnaire make the information available on televisions. Play it at the movie theatres prior to the showing of the movies. Be radical to get everyone's attention. I LOVE BERMUDA. I want to do my part

Comments on content/structure

- Why is there no profile data?
- What? A survey without a demographic picture. This doesn't seem very progressive or enlightening or 'pure' of whatever
- The form is far too complicated to provoke widespread response. It needs to be far simpler
- Should have more tick boxes – and room underneath for comment
- Should contain return address, deadline and phone number for advice

General comments on sustainable development and decision-making

Sustainable Development Project and Bermuda

- Bermuda really needs a sustainable development strategy. I am excited the process has been started and it will get the support it deserves
- Bermudians are the ones with the most to gain from sustainable development
- The sustainable development team is doing a great job so far to encourage us to work together for the future of Bermuda
- To be honest I believe that things are so dreadful here and I haven't seen any improvement that I don't believe things will get better. I fear they will get worse. I really hope that sustainable development will encourage a better Bermuda. But I fear that "Personal agendas" will get in the way
- Sustainable development is not about Bermuda, but something that Government wants

The decision-making process

- Need to stop making decisions without a full understanding of their impact
- Any plan that Government uses must also have the corporation of Hamilton and St George's on board.
- When doing projects give a problem all the resources it needs. No point in only giving resources to do a select piece – can't achieve goals
- People should read Rosemary Jones' book to learn about the mistakes we have made in the past
- Making people aware of the issues will influence the decision they make
- Caution: be aware of unintended consequences (butterfly effect when evaluating changes to the status quo)
- There need to be a competence to understand and solve problems in an integrated (holistic) way, need to look at facts. Describe problems with statistical trends and monitor
- Government Boards need teeth

Land Use and planning

Land Use and planning in Bermuda is impacted by, and impacts upon, many other issues: Also see the following sections: Environment, Housing, Traffic, Loss of Culture, Changing Our Thinking, Economy, Economic Diversity, Bermudian/non-Bermudian mutual respect

Issues/Concerns/Perceptions

General concerns

- There is an over crowdedness
- Over development in Hamilton
- Too much building/overbuilding
- There is too much sprawl

- People are building on what was once deemed open space
- Land utilisation is currently inefficient
- The coastline is under threat from development
- The allowing of subdivisions and building of huge houses on small plots creates too much development
- The Department of Planning appears to be out of control
- Foreign institutions buying up our land and assets
- Yes to 100% control of our land.

Building code issues

- There is over-construction of individual homes and office complexes
- Building codes are being ignored
- Houses aren't currently built in a water, energy and resource efficient manner
- Houses are getting bigger. The additional space is not needed – could be used better
- Houses in Bermuda are overbuilt structurally
- Need to change building style (or lack thereof)
- Single unit dwellings consume too much space

Suggestions/Solutions

Priorities areas for development/for open space

- Create high density areas
- Moratorium on building
- Allow more R1 zoning to increase available apartments
- Promote building on brown field sites over untouched land
- Create urban zones where high density development is allowed with development elsewhere greatly restricted
- Protect the marine environment and stop the desecration of the rocky coastline
- Do not allow condos to be built first on condo/ hotel mixes. Must build hotel first
- Allow housing to be built on previously undeveloped land

Promote maintenance of open space

- Increase protection of open space
- Increase the cost of planning and building applications and make more vacant land more expensive than those for built up land
- Declare larger areas as no development zones – give transferable development rights to assist those disadvantaged (i.e., in Hamilton or Dockyard)
- Need an attitude change from development to redevelopment
- Stop changing codes on open spaces and building condos on what was once deemed open space

Decentralise services

- Government policy to channel new office space to the old base lands. We need development to move out to the east since the land is there to support infrastructure
- Develop Morgan's point as commercial centre as well as St. George's and St. David's get cars away from Hamilton

Planning and enforcement

- Planning must be allowed and encouraged to do its job. Not over-ruled on upholding development regulation at the drop of a hat. When allowing a development parking, water consumption, Belco's capacity and maintenance must all be considered.
- Tighten up planning laws and enforce
- Prosecute those who break planning regulation
- Ensure that new developments not only protect the environment but they enhance it
- Government to make sure landscaping proposals for new homes and other development are carried out. This does not seem to be practised at present. So many residences lack any form of plant life. This is important for the future appearance and bio diversity of Bermuda
- Need more awareness in planning of the use of pent spaces to build opulent houses for the rich with in many cases massive unnecessary square footage.
- A genuine need for development should be identified before any building or development takes places
- Say NO to oversized cookie-cutter houses on undersized lots.
- Ensure developments have landscaping requirements. i.e., a certain amount of trees
- Say no to mega houses for just one family

Suggestions for Hamilton

- Stop building office tower on waterfront in Hamilton
- Court street area is a logical place for re-development and the creation of attractive apartment of condominium living along with green areas. Remove the decaying areas that exist at present and also the drug activities.
- Start developing apartments in town area (walking distance)

Morgan's Point

- Leave Morgan's point for recreation. Don't need another golf course
- Morgan's point should be developed sympathetically – providing lots of green areas along with the construction a new golf course is also a good idea.
- Do SOMETHING with Morgan's Point
- Move docking areas to Morgan's point for most shippers.
- Plan Morgan's point for mixed use, corporate campus, golf course, marine centre
- Morgan's point should be developed for upper market housing, tourism, golf and marina
- Morgan's Point should be developed as a village or town with housing with part as a recreational area and part into cruise, night life and adult entertainment

Building Code

- Need to build houses and apartments 4 to 5 stories high. Land is scarce
- Alter code to build up in Hamilton
- Change building codes for greater efficiency of materials, living and design
- Encourage buildings that complement the land rather than overwhelm it
- All building should have to be 1. Attractive, 2. Provide some landscaping plan. 3. Be environmentally friendly
- No mega houses for just one family
- Allow 3 story developments more easily
- Retain the classic Bermudian look in some ways (*also see Loss of Culture*)
- Promote smaller homes
- Promote more energy efficient buildings (*also see Energy, Climate Change*)
- Provide incentives for green development (no permit fee)
- Building should be as water and energy efficient as possible (*also see Water*)
- Buildings should collect as much water as possible, and use as little water as possible through design
- Allow buildings to be higher than the cathedral
- It is time to change the way we live. Time for high-rise buildings
- Construction 10' from road and other properties needs to be changed to 15' or 18'
- All building should have to be 1. Attractive, 2. Provide some landscaping plan 3. Be environmentally friendly

Public involvement

- Public should be made aware of the plans for Morgan's Point, Dockyard and Southside. All should take into account the need for open space and affordable housing

Other

- The hospital needs to stay at its current site
- Need to change our urban look
- The overheated construction industry has led to more contract workers and issues over how we accommodate them (*also see Workforce, Housing, Bermudian/non-Bermudian mutual respect*)

Environment

The health of Bermuda's environment is impacted by and impacts upon many issues. Also see the following sections: Marine Environment, Loss of Culture, Land Use and Planning, Housing, Tourism, International Business, Changing Our Thinking

Issues/Concerns/Perceptions

General

- If we neglect the environment we will no longer have a place to call home
- If we lose the beauty and purity of our island we lose everything
- At risk of becoming a concrete jungle/concrete wilderness
- If we don't become proactive in protecting what is left of our beautiful island and fragile ecosystem nothing else will matter because there will be no Bermuda
- Sprawl is a concern
- There is not enough open space
- While I applauded the circulation of this brochure, it also serves to remind me how low a priority the environment has been in Bermuda – both for political parties and the people
- This is Bermuda's prime advantage – beauty and purity

Development *(also see Land Use and Planning)*

- Rapid growth is destroying our island
- At risk of becoming a Hong Kong if we ignore our natural environment. That would be a disaster
- Over development is destroying Bermuda
- We are concreting the whole island
- Construction is destroying our beautiful island
- Studies over 12 years ago showed 80–90% of people are concerned with over development – get on with it already!
- Concern that beaches are threatened by tourism development

Quality of life

- There is no quality of life in an environment overcrowded by tarmac and buildings
- Open spaces and park land are under threat. These things contribute to a healthy quality of life.
- Afraid that open space won't be kept – so that future generations will not have the same quality of life that we have now.
- Decreased open space equals decreased quality of life

Tourism and the environment *(see also Tourism, Marine Environment)*

- Tourism reliant on beautiful environment
- Bermudians and tourists alike do not want to visit a concrete jungle.
- We are nothing without our natural beauty. Tourists will not come here.

- If we don't look after our coral reefs they will not protect us and will not bring in tourist money

International Business depends on healthy environment (*see also International Business*)

- The business that we encourage is potentially detrimental to our environment
- Businesses will not want to come and work here if the environment is too deteriorated

Lack of enforcement

- No one gets fined for littering or for degrading our environment in any way
- It seems there are no consequences for breaking the law in regard to the environment
- People can just build and then get retroactive planning permission

Short-term economic interest threaten environment (*see also Changing Our Thinking, Economy*)

- Too much greed here. All one sees is build build build. 20 years from now Bermuda is not going to be a nice place
- We are using up open space solely for financial gain
- The business we encourage is potentially detrimental to our environment
- Concerned that people are building with no thought just to make money
- Concern with lawn insecticides, and weed and feed type of applications being imported
In my opinion these not only wind up in the water table but must be very detrimental with feeding birds
- Bio diversity is being lost at a rapid rate
- Environment struggles because traditionally it has not been valued in the same way. But one tree produces the daily oxygen needs for 4 people
- Short-term economic gain rules all other concerns
- Invasive plant species are taking over
- Landscaping isn't given as much attention as it should have in new developments

Open space and anti-social behaviour (*see also Anti-social Behaviour*)

- Bermudians traditionally had yards – places to play, socialise. We now live urban style and many of our children are deprived of the opportunity to be exposed to simple tasks such as mowing the lawn
- There are fewer and fewer places where people can enjoy the outdoors – those in existence aren't always maintained. i.e., lack of maintained playing fields. This provides less positive areas for children to play

Government's lead

- Government built the new Berkley on woodland reserve. Government should not be allowed to override its own open space/woodland decisions
- Government pays lip service to this issue, e.g., should have purchased the old perfumery, e.g., Frog Lane contract given to non-farmer

Open space and need for affordable housing (see also *Housing/ Land Use* section)

- Seems that there are enough parks and beaches – but not houses.
- We have to stop allowing our open spaces to be destroyed. There has to be enough million dollar condos and homes being built. Do we really need so many more?

What should be done? Suggestions/Solutions

General

- Need to protect Bermuda's environment and natural beauty
- Protection of Bermuda's natural resources is most important
- Need to ensure the business we encourage is not detrimental to our environment
- Protect environment from overexploitation
- Unique environment needs to be protected
- The protection of our open spaces requires thinking out to the box and more intelligent management of our island resources
- Protect environmental integrity

Specifics to protect and maintain

- Endemic plants and animals
- Need to protect/ clean and maintain caves, ponds , marshes
- Protect underwater caves
- Protect garden look and public vista of the ocean
- Land, trees, vines, fruit trees, beaches
- Maintain indigenous species and eco-systems
- Coral reefs
- Protect public golf courses
- Trees must be protected. They cost the climate and encourage the rainfall
- Keep railway and walking trails neatly trimmed and groomed

Facilitate public interaction with the natural environment

- Maintain and enhance our parks and open spaces
- Create open spaces in high density areas
- Convert the old rail line to a compete end to end fully connected trail with paths that connect main walking trails to satellite play fields, beaches and picnic areas
- Create water park
- Have community clean up days and tree planting days
- Create community owned parks
- Plant a tree day for everyone

Make long-term decisions looking at all factors (also see *Economy, Changing Our Thinking*)

- Stop sacrificing quality for money, personal gain and greed. Education is the key. Stop making decisions based on monetary gain no matter the costs

- Restrict use of artificial pesticides, herbicides, fertilizers and non-biodegradable chemicals and materials via much higher taxes

Encourage biodiversity and quality landscaping

- Set up an eradication programmes so that there is a commercial operation widely advertised that you can call to get rid of invasive species
- Protect endemic species
- Make sure all new buildings have plenty of outside greenery is planted
- Develop an island-wide campaign for tree planting
- Need better roadside care and should encourage structural gardens
- Plant more trees – first time owning own home should get reduced rate at Tulo Valley

Heighten enforcement

- Increase enforcement of planning infractions
- Enforce existing zoning
- Offending contractors should also be required to pay large fines, as they knew planning permission was not given
- Enforce existing rules
- Enforce planning statement
- Enforce laws
- Persons in violation of planning permission issues should be required by law to knock down any building that does not have planning approval and no approval should be given after the fact. The persons should then not be able to build at all or for an extended period of time
- All enforcement agencies should have the ability to ticket persons under there control, i.e., traffic officers, planning enforcement officers, environment officers

Clean up (*see also Waste*)

- Have more community clean up days
- Have programmes to clean up the whole island. White Hill field is disgusting
- Clean up caves

Control building and land use to protect open space (*also see Housing, Planning and Land Use*)

- No more mega building
- Moratorium on commercial office blocks
- Moratorium on building on open space
- STOP BUILDING ON GREEN SPACE
- Need to license contractors
- Guard and protect every inch of green grass area. Under no circumstances should building extend into open spaces
- STOP all building on virgin land

- Modify existing structures. Don't build on greenery
- Need stricter planning control especially for building on plots that were not built on before
- Need action against developers soon
- Stringent controls on amount and type of building and protection of open space
- Say NO to new building
- Prevent ministerial override of development plan
- Don't give retroactive planning permission. Tear down things that are illegal
- Legislate the absolute sanctity of existing open spaces
- New hospital should be built on the site of the old hospital. To consider using parkland is wrong
- There should be a halt on buildings on undeveloped land. Persons who wish to build should purchase old homes/ buildings and then renovate them
- The very suggestion by the Government of the day that portions of existing parklands be used to build a new hospital defies understanding
- Limit the amount of acres for habitation
- Don't even entertain for one minute the idea of putting the hospital in the arboretum

Encourage only certain types of building to promote open space retention (*also see Land Use and Planning*)

- Need to build up in Hamilton
- Only re-develop existing under-utilised properties
- Bermuda needs to revise its planning legislation, to develop a plan that sees Bermuda utilising different options as it comes to development.
- No more absurd structures like that put at Horseshoe Bay
- Build vertically rather than horizontally if you have to
- Need better facilities (i.e., toilets) in public spaces
- When someone is applying to build or renovate, planning needs the officers physically looking at the change that is required
- Build up
- Protect not by legislation – but through encouraging efficient use of existing buildings
- Find a balance between the needs of the community for housing and over development and also preserving the look of Bermuda in buildings

Education (*also see Education*)

- Educate young people why the environment is important
- Change mindsets that we can continue using the current methods of development
- Educate on importance of open space
- Need to change attitudes towards environmentalist

Delivery

- Hire highly skilled people

- Work in partnership – Government and National Trust – to protect open space
- Revive the KBB campaign
- Need strong Government protection of current open space as park land

Encourage the acquiring and retention of more public land as open space *(also see Land Use and Planning)*

- Provide incentives to landowners to either sell or will the open space to Parks Department for future prosperity. Such incentives will have to include cash or significant tax breaks
- Buy up undeveloped land to save for future generations
- Government needs to allocate more funds to towards the purchase of open space
- We should not have Government ministries go against the national trust. If this is so it undermines our trust and engenders suspicion. Government must buy back crucial open spaces
- Buy land for parks
- Need the acquisition of more large parcels of land for public use. Must ensure these open spaces cannot be built on by Government or the private sector
- Compulsory purchase of sites
- Examine what large tracts of land exist in private hands and introduce laws preventing these lands being built on. More than at present. Acquire these properties in the future for public use
- Need to purchase open space
- Acquisition of more land
- Leave open space to plant food

Encourage private landowners to retain land as open space *(also see Land Use and Planning)*

- Incentives for not building on open space
- Look at incentives to give people who build conservatively on minimum open space
- Financial disincentives for land development
- Land reclamation to help increase the land mass of Bermuda

Marine Environment

Bermuda's marine environment is impacted by, and impacts upon, many other issues. Also see the following sections: Environment, Land Use and Planning, Water, Waste, Sewage, Climate Change, Economic Diversity, Tourism

General comments

Protecting the marine environment is just as important as the land environment. It helps make Bermuda unique

The marine environment has importance to the people of Bermuda. It is important culturally and also acts as a "get away"

The marine environment is one of our most precious resources

Issues/Concerns/Perceptions

Poor health of marine environment

- Fish are being found in Hamilton Harbour dead of heart attack
- Pumping raw sewage into the ocean cannot be healthy
- Without healthy reefs Bermuda would not exist
- Inshore waters and marshes need to be looked at in particular

Human interaction with marine environment

- Boating especially in shallow areas has impacts
- Littering in the ocean is of concern
- How is road run off affecting inshore marine life?

Fishing (*also see Economic Diversity*)

- Fisheries not being best utilised to benefit Bermuda's economy. Currently fished by non-Bermudians
- Fishing boundary is of concern
- Over-fishing is of concern

Enforcement

- This is very minimal of marine pollution
- There is no enforcement – Ross Perot wasn't even fined for blowing up a reef behind his house

What should be done? Suggestions/Solutions

Specifics to protect

- The health of the marine environment needs to be preserved
- Protect harbours, shorelines, beaches, aquatic life, reefs

Minimise impacts of boats on the marine environment

- Limit amount of boats and traffic in any given area
- Increase no-go zones/ no-wake zones

- Increase protected areas for periods of 10 years
- Ban toxic marine paint
- Dive boat moorings should have no anchors
- Limit the amount of large vessels to avoid sediment stir up that kills our coral reefs
- Restrict marine motor craft, in so far as reasonable to deep water areas where they would be less likely to disturb the ocean bottom and damage reefs

Minimise potential impacts of sewage and wastewater *(also see Waste, Water, Sewage)*

- No sewage should be allowed in the marine environment
- For those who live on their boats, self contained sewage tanks should be a requirement along with the disposal facilities on shore
- A requirement to discontinue all sewage outfalls needs to be a priority. New construction should be required to include its own full treatment of sewage plants. Existing large buildings should all be given 2 – 4 years in which to retrofit sewage plants
- Leaking oil and fuel coming off of roads into the water should be banned

Takes steps to protect shoreline *(also see Climate Change)*

- Natural infrastructure is important in protecting shoreline
- Enforce laws protecting shoreline and reefs

Heighten enforcement

- Need more wardens
- Enforce fishing laws
- Heavy fines must be imposed on offenders
- More marine police
- Need more education on the effects of pollution and the diminishing reef line

Minimise negative impacts of fishing

- The fish pot ban needs to stay in place
- Police against over-fishing
- Stop living fishing tournaments. The large marlin caught the other day should have been tagged and released if it was still alive. The ocean is losing mature breeding stock by all these fishing tournaments here and abroad

Continued monitoring of health of marine environment

- Front scientific appraisal of corals
- We have to do the recommendations of the Bio Station and BUEI in preserving our marine environment

Loss of Culture

Loss of culture is an issue that is impacted by, and impacts upon, many other issues. Also see the following sections: Changing Our Thinking, Land Use and Planning, Environment, Tourism, Agriculture, International Business, Marine Environment, Bermudian/non-Bermudian Mutual Respect

Issues/Concerns/Perceptions

Bermuda's unique identity, traditions and heritage

- Must protect our children's heritage
- There has been a loss of Bermudian identity and values
- Our culture is what differentiates us and makes us unique
- Born and bred Bermudians and their homes and property must be safeguarded. Stop foreigners from taking from this
- Ensure land stays in Bermudian hands and best bits of open space not turned into tourist condos
- Rapid growth is threatening Bermuda's identity (*also see Environment, Land Use and Planning*)
- Each Bermuda house has an individual look – lovely to look at. Condos are destroying this
- Hamilton is now just another city
- Loss of Bermudian identity in buildings and customs
- Protect Bermuda's indigenous architectural heritage (*also see Land Use and Planning*)
- Need to protect Bermudian pride and traditions
- World Heritage site isn't given the funding it required
- Land just keeps getting turned into more and more tourist condos (*also see Tourism*)
- We are not doing enough to pass on traditions of our forefathers
- There has been a desecration of virgin land, marine environment, architecture and culture that sets us apart from other islands (*also see Marine Environment*)
- Promoting tourism used to help remind Bermudians why Bermuda is so special. We are losing this to international business (*also see Tourism/International Business*)
- Winding roads, lighthouses all are part of what makes Bermuda unique

Bermudian people (*also see Changing Our Thinking*)

- Loss of Bermudians' identity and general civic respect
- Bermuda now seems like a small city, not an island
- Protect the natural warmth of Bermudians
- People are not as friendly as they once were
- Bermudians are losing pride in their country
- Getting someone to say good morning is now difficult
- There is a lack of pride in our country

International influence (*also see Bermudian/ non-Bermudian Mutual Respect, Economy*)

- Need to change the fact that we are dependant on influence from outside – culture and knowledge
- This country is being blackmailed by foreign economic interests
- There is a drift more North American culture due to insidious influence of mass media
- Many non-Bermudians are influencing the culture that was uniquely Bermudian
- There is now a US ghetto mentality. We are not doing enough to encourage pride
- More and more non-Bermudian influence. Unfair employment practices causes identify loss and displacement of Bermudians

What should be done? Suggestions/Solutions

Balance growth with preservation of identity

- Need to slow down development find a balance between growth and destruction of identity (*also see Environment, Economy*)
- Have activities for Bermudians that promote our lifestyle
- Intertwined in the sustainability issue is the issue of identity. The issue of nationhood an imagined community is a remembered community, a nation with a history that is defined by our historical memory of itself. In order to sustain Bermuda we must be a nation with a national history.
- Need to highly the genuine character of a Bermudian way of life
- Teach the people about positive achievements of locals who have attained and maintained a good standard of living
- Need to protect Bermudan's unique identity
- Teach history. All of it
- Need to encourage and promote community involvement
- There is a need for Bermudians to be brought update on their culture and those who have contributed to its success

Encourage the passing on of knowledge and traditions (*also see Education, Elderly*)

- Increase interaction between the elderly and our youth
- Mandatory Bermuda history in elementary school
- Employ the youth to help the seniors

Encourage Bermudians' pride

- Create a T-shirt – I am PROUD to be a Bermudian
- Identify Bermudian culture. Educate locals to be aware of and to take pride in our culture
- Promote the true meaning of being a Bermudian in early school
- Need an island-wide sense of stewardship
- Need to change our attitudes about ourselves, our national pride and our way of thinking (*also see Changing Our Thinking*)

Encourage traditional Bermudian architecture (*also see Land Use and Planning*)

- Plan for homes that are typically Bermudian

Specifics on what to protect

- Protect lighthouses, winding roads
- Do not commercialise the public beaches and open spaces
- Need to protect our World Heritage Site
- Maintain the stone walls throughout Bermuda with proper care
- The character of the Bermudian people must be safeguarded
- Protect our image as a safe place with a British heritage
- Preserve rich history and unique style

Bermudianise the workforce (also see *Workforce, Training, Bermudian/Non-Bermudian Mutual Respect*)

- Stringent controls on work permits – training of young Bermudians
- Have shorter contract periods
- Decrease contract workers
- Educate Bermudians to do the jobs that non-Bermudians take
- Give Bermudians the priority in every aspect, e.g., jobs, housing, healthcare

Youth

Youth are the future of Bermuda. Also see the following sections: Family and Parenting, Anti-social Behaviour, Education, Loss of Culture, Religion, Economic Opportunity, Bermuda's Workforce

Issues/Concerns/Perceptions

Youth in Bermuda today – strengths and challenges

- Youth who have support and taking advantage of the opportunities available to them
- Many youth in Bermuda are polite
- Youth are innovative and technologically savvy
- Youth are goal-oriented
- Youth today multi-task better than any other generation
- Youth anti-social behaviour
- Youth is disrespectful and violent
- The youth are confused
- Need to tackle rude unruly unmotivated children and their poor parenting adults
- There is a lack of motivated youth – especially black males
- Need to change the mindset of our young people regarding honest labour and the value of ethical labour relations
- There is a lack of direction with our youth – too much materialism and too little values in place
- Children should value things other than what money can buy

- There is an issue with youth on youth violence
- Address violence between young children
- Youth violence is a problem
- There is a lack of moral strength with the younger generation. Plenty of lying and stealing.
- Young people need to take pride in their skills and accomplishments. They need an outlet and adult interest to discover their talents
- Youth lack creative ways to express themselves
- Youth feel are confined by strict images that must have on this island

Young black males

- Young black men in particular lack positive role models
- There is unemployment with young black men
- Loss of talent among young black males due to anti-social behaviour – lacking in education and skills to compete in job market
- There is an issue of the anti-social behaviour of all residents towards our black males adults – especially among our black females
- We are losing our black males
- We are not meeting the needs of young black males

Youth involvement in Bermuda (*also see Race Relations*)

- Many youth are engaged – want to make a difference and are working hard
- Many youth are learning here – learning abroad – and then come back to contribute to the island
- Youth are opting out
- Many youth don't feel like they belong
- Backlash of children who are disenfranchised – they turn to selling drugs and create their own culture
- Young people often don't have positive outlets and adults who are interested in discovering and fostering their talents
- If people feel that there is one chance of obtaining a piece of the rock, then there is bound to be anti-social behaviour and an apathetic attitude
- The huge cost of living is the main reason for anti-social behaviour. If you aren't able to get a job or a good paying job, you can't afford the high rents. Then a feeling of hopelessness sets in – hence the violence both at home and on the streets
- Many feel like there is no future for them in Bermuda. Those that can afford it leave. And those who can't opt out in other ways
- Bermuda's youth are leaving and not coming back. Need to ensure that our current citizenship remains
- Risk of increasing social divide as young middle class continues to leave

Parenting (*also see Family and Parenting*)

- Parents are stressed trying to make ends meet and don't have time for children
- Troubled children can be seen from 2 years onward in nursery school not happy. Mostly due to materialist parents. Make counselling compulsory or take children away

- Youth are struggling because of a poor upbringing
- Children are too often cast off by their parents who cannot give their time to them
- Parents need to be more responsible for their children's behaviour

Media and youth

- There is too much violence on TV and in the media
- The material values of today are a distraction
- MTV, BET, video games, all impact youth behaviour

Education and youth *(also see Education)*

- There is a problem when young people cannot read and write. Many cannot fill out an employment form
- Our children's speech is horrible
- Goal of education seems to be a certificate. What we need is literate, articulate, young Bermudians

Youth and expectations *(also see Changing Our Thinking)*

- It seems that working for or toward something is a thing of the past. Younger people are spoiled and this will be our downfall
- Expectation of the good life without hard work in school
- The youth are out of control. They feel as if they are not accountable for their actions

What should be done? Suggestions/Solutions

Increase role models/support and guidance for youth *(for more information see Family/Parenting)*

- Focus on providing positive role models for all youth
- Identify children who are at risk and focus on their welfare from birth
- Youth need higher goals and given the support so that they have confidence in themselves
- Character building courses
- Build good character into each one of our children and good results will automatically follow affecting positively society in general. However this can only be achieved via compulsory means
- Identify trouble youth – who are known to teachers. Concentration on steering them away from crime and gangs
- Need to take time to understand our youth – as individuals, and as a group
- Encourage youth to talk and learn from community elders
- Have "socially successful" men in Bermuda mentor boys as to what it means to conduct themselves as a man with good social character is today's world
- Individual mentoring – follow through in schools

Promote environments and opportunities which positively influence youth (*also see Education, Workforce*)

- Get youth and the rest of the community involved in community service and giving back
- Provide more for youth to do
- Give youth new avenues for expressing their talents. This might get a few of them off the walls and direct their thinking away from crime
- Provide more jobs and activities for disenchanting youth
- Invest more time and money in promoting social and sporting activities. This can be done using existing organisations and clubs
- Get youth involved (and the rest of the community as well) in community service activities
- Establish a national apprenticeship programme for our youth
- Provide more accessible social activities for children and teens
- Have more community centres for youth
- Need more places for youth to go and enjoy themselves in the evenings
- Have more school after school sports to accommodate parents who work
- Set up a well funded youth club – one for each parish
- Provide youth alternative recreation
- Encourage high school exchange/ work programmes abroad. Bermudians and non-Bermudians that have lived abroad are more tolerant – as multiculturalism is the norm in most countries
- Youth need positive outlets
- Sports and recreation for children in the evenings and weekends. My child is in after school care and misses out because I can't leave work to take her

Focus on youth education (*also see Education*)

- Educate young men so that they do not end up in prison because of the frustrations associated with not being able to read/write
- Segregate males in the education system – and give extra attention if needed
- Need to focus attention to stop losing youth in the early years of secondary education
- Open a dorm style reform school
- Start teaching children in kindergarten to respect our environment and everybody

Offer career building opportunities (*also see Economic Opportunity*)

- Create more work for the young people
- Find way to involve them in the economy
- Employ the youth to help the seniors

Encourage accountability for actions

- Make children responsible for their actions. If they steal make them repay anything that is stolen
- Teach respect, accountability and punishment from a young age

Minimise negative influences

- Need to censor TV and film for ages 10–20
- Have a teen curfew – summer 11pm, school 9.30pm.
- Be VERY strict with young people – high fines for speeding – we are far too lenient – be much stricter in the schools and in the family
- Have curfews. Ban events like girls gone wild. Raise the age for motor cycle licence to 21
Don't serve alcohol after midnight
- Eliminate cable channels like BET, MTV, pornography, boycott 107.5

Protect youth under the law (*also see Judiciary*)

- Need to readdress law regarding child abuse

Empowerment youth and encourage their involvement

- Need young to understand the changes that are going on
- Tolerance and understanding must be instilled in the youth
- Young people need to take pride in their skills and accomplishments
- Need to empower people (especially black people) otherwise people take other measures to cope with survival
- Bermuda's children need positive role models, Black men in particular need to have instilled in them a sense of self worth at an early age
- Encourage programmes that develop self worth and confidence in children – especially "at risk" children so they have inner strength to resist harmful substances
- Reintroduce etiquette classes for girls in school. Help to value themselves
- We need the youth to be taught and at least respect traditional values.

Elderly

For more information see the following sections: Healthcare, Social Support Services, Youth, Family

General comments

- Need to have a focus on the elderly
- The elderly population needs to be well taken care of. They are the reason for Bermuda current success
- The elderly hold so much knowledge and information about this island. This needs to be valued, celebrated and the knowledge passed down
- The number of elderly is only going to increase
- Elderly need the best protection – sign of any advanced modern society

Concerns/Issues/Perceptions

Cost of living and the elderly (*also see Cost of Living*)

- The after retirement expenses are huge
- Healthcare is expensive
- High cost of living is more of a burden on seniors than other members of society
- Pensions don't provide enough
- Social security isn't realistic NO senior should be left behind
- Affordable housing is especially a concern for the elderly
- Trust rents are a burden
- Old people need more help – whether or not they own homes
- I am a pensioner and live by myself because I worked and retired. It has been difficult to make ends meet because of the racial divide and because I don't own my own home
- Some have spent every penny on their care and the money runs out
- A person can be property rich but money poor. This Government forces them to sell the very thing they have worked hard to keep – their homes

Healthcare/Insurance (*also see Healthcare*)

- Healthcare is facing huge difficulties in workers as baby boomers retire/die
- Healthcare for seniors must be addressed
- Healthcare is expensive for elderly!
- The existing health facilities for the elderly are totally inadequate
- All seniors should be provided with adequate healthcare
- The three things that seniors need most care of, teeth, feet and eyes. HIP covers none of these
- Major medical is cut off at 65 years old and HIP offers less benefits than private healthcare

All elderly don't feel valued

- There is a disregard for poor minority seniors
- Need to address law concerning elderly abuse
- Elderly aren't valued, and are isolated from society
- If there is massive public spending why are we ignoring those who have worked hard all their lives and helped make Bermuda what it is today?

Seniors quality of life

- It is very challenging for the elderly to retire with dignity
- Don't expect all old people to go into homes
- I am concerned for all seniors quality of life

Impacts of an aging population (*also see Bermuda's Workforce*)

- Since people are living longer and on a fixed income, the price of medication and healthcare leave a big hole in the pockets and quality of life so affected and is a strain on many families

- Pensions need to be looked at very carefully – the money is going to have to come from somewhere

What should be done? Solutions/Suggestions

Address pensions

- Pensions must increase – especially for people who have worked so hard all their lives
- Make sure the pensions are paid every month on time
- Work permit renewals fee should be increased to fund pensions

Make healthcare improvements (*also see Healthcare*)

- HIP for seniors should be turned into major medical
- Have a policy where elderly get more free healthcare for volunteering their time to the community
- Need free medication for elderly
- Healthcare should be free for seniors and drugs half price
- There is a great need for a new facility for the elderly at all different level of health
- As a retiree I would like to be able to live abroad with my family and still claim my health insurance whenever necessary without having to return for 6 months.

Ensure appropriate elderly living accommodations (*also see Housing*)

- All that is needed is affordable, quality accommodations
- Need more elderly accommodations
- The Government should not be charging senior citizens rent
- Give seniors a partial free rent
- Make sure all elderly can live comfortably, if they can't charge their siblings
- There needs to more in-home elderly support
- Make elderly care more affordable
- Regulate/strict monitoring of private nursing homes
- Re-open parish homes
- Create more day care facilities so elderly have stimulating days but still steep at home

More support services and activities for elderly

- Need transport for elderly to grocery store, hospitals, shopping in the city, churches, libraries
- Have more activities. For example, Wed– grocery shopping, Tues– city visit/ shopping, Sun– church (churches can provide transport) Mon– mobile library, Thursday – teas and craft, Friday–social
- Have more social activities for seniors. They can still contribute to the vibrancy of society and the community
- Create more day care facilities so elderly have stimulating days but still steep at home

- Provide programmes where youth can be mentored and learn from the elders of our community

People are living longer – raise age of retirement benefits

- Retirement benefits should be raised to 70
- Encourage employers to continue to employ seniors as long as they are in good health and desire to work. Seniors pay their bills. They do an honest day's work

Family and Parenting

See also the following sections: Youth, Education, Anti-social Behaviour, Social Support, Workforce, Economic Opportunity, Bermuda for All, Race

General Comment

- If we had stronger family values then a lot of other issues would take care of themselves

Issues/ Concerns/ Perceptions

Break down of the family

- Large number of children grow up without the benefit of a stable family unit– i.e., a mother and a father who care enough to raise their children properly
- Need to address breakdown of the family
- Families are hurting each other

Stress on the family unit

- People are stretched because they are looking after elderly parents and younger children and trying to bring in enough money all at the same time
- Family is struggle as the cost of living is so high
- Aging parents place added stress on families

Parenting

- Parents are failing in their duties. What can be done about it?
- There is a lack of education in moral behaviour and decline in family structure
- Single parent households are of a bit of concern to many
- Parents aren't doing all they can to support their children's development

Parents and education

- The family unit is compromised so severely that it is no longer realistic to think that all parents can raise children successfully. Whether the reason is financial or drug related the fact is that too many of our children are being allowed to slip through the cracks. This is why education is so important
- Education starts in the home. Parents aren't doing their bit
- More family education is needed
- Education is currently not valued by parents as it should be

Teen pregnancy/babies born out of wedlock

- People think that teen pregnancy is a problem – however in the statistics show that rates of teen pregnancy have dramatically dropped over the last 30 years
- 33% – 37% of children are born out of wedlock
- Need to look at family structure – unwed
- We have a birthrate that would shame a 3rd world country
- Young girls left to raise babies alone is a terrible outcome
- Need a licence for a dog – but not for a child
- Look at babies being born out of wedlock – ongoing big problem here in Bermuda
- Birth control is available
- Women of all ages need to stop having illegitimate children

Family unit and anti-social behaviour (*also see Anti-social Behaviour*)

- Youth need positive support and role models to keep them out of trouble. Often these are found within the family
- Most young men in jail were born to mothers with very little skills, education and hence crime
- It is challenge with children producing children with no means to support them
- Irresponsible parents put pressure on the entire country
- Large families are expensive and there is a lot stress because of the cost of living in Bermuda
- Single parent families cause social problems
- When support is not provided from the family youth look elsewhere
- Young men need positive father figure role models to keep them in line, and keep them out of trouble

What should be done? Suggestions/Solutions

Improve parenting skills

- Get back to family basics
- Need re-establishment of family and values
- Need more areas where families can go and spend time together
- Get parents more involved
- Family values or similar need to be ingrained into our youth. Education would help this problem in a major way
- Hold parents responsible for their children's behaviour. Bring them to court and punish them as well
- Make people aware of behaviours that damage the family. Make aware of positives that build family
- Ensure people are aware its not Government's responsibility to make luxury housing affordable for huge families
- Awareness – Large families are expensive

Parental support (*also see Youth*)

- Gather a commitment from families to remain active in their child's school life
- Get parents involved with education
- Need parent/teacher/student units as the ultimate team to ensure success
- Make parental involvement mandatory– educate parents on more scholastic involvement
- Mothers need to stop and encourage their sons to be responsible and help at home
- Fathers to be present in their children's lives
- Accountability for males should be legislated
- Bermudian men need to take full responsibility for fatherhood
- Accountability for actions by males in this area must be instituted
- Radio, TV, newspaper, flyers, frequent discussions, churches, etc. for building parenting skills

Family activities (*also see Youth, Bermuda For All*)

- Support families – provide free activities for them to do etc
- Good social activities for families
- Recreational centres– privately develop – miniature golf, go kart racing, art colony, running, horseback riding
- Create an amusement park for children and adults – can be contracted out with high levels of security. Can utilise golf course, or part of the baselands

Discourage teen pregnancy

- Bermuda's young people should be made well aware of the problems they will encounter having babies out of wedlock
- Have courses in schools regarding the shame, hardship and lifetime commitment and expense of raising a child alone
- Ensure that all students receive first class instruction in sex education including information about sexually transmitted diseases. Encourage family values to promote stability and happiness
- Educate young about the responsibility of being parents
- Bring this apparently taboo subject to the forefront. If we do not do this it will destroy Bermuda
- Explain in school how much it costs to have a child
- Promote a nation wide programme discouraging teen sexual activity – sex education should be conducted by healthcare professionals, social workers, doctors and teen parents
- Education about healthy life styles should be presented early to pre-teens and families
- Bring in special educators to address teen pregnancies
- Make it worth their while NOT to have children
- Encourage young women to wait and become educated so they can support a child. You can also encourage them to get married first
- Encourage young people to abstain from sex until married

- Reward young women who don't have illegitimate children
- Make birth control free– remove the embarrassment of obtaining these items. Encourage young people to abstain from sex until married

Healthcare

For more information see the following sections: Elderly, Cost of Living, Bermuda For All, Social Support Services

Concerns/Issues/Perceptions

Access to healthcare

- There currently isn't equal access to healthcare. Those with money or better jobs can get better care
- Elderly who aren't earning income can't get best care
- There is a disparity between classes I regards to healthcare available – and thus health

Insurance

- The three things that seniors need most care of are teeth, feet and eyes. HIP covers none of these
- Premiums and overage for over 65 is very poor/outrageously expensive
- Insurance companies have too much control over what they will pay for. They see themselves as the medical professionals instead of leaving it to the doctors
- Too many people lose coverage when they cease employment
- Need to tackle insurance companies
- Private health insurers only pick low risk persons for their plans while dumping high risk (expensive person on to the public sector (taxpayer funded) health plans
- HIP doesn't adequately address healthcare
- Major medical is cut off at 65 years old and HIP offers less benefits than private healthcare
- Many companies are not paying their pension and healthcare. These companies need to be penalised

Cost of healthcare *(also see Cost of Living)*

- Prescriptions are too expensive – especially for elderly
- Elderly in particular struggle because of expensive healthcare and prescriptions
- Healthcare is becoming more expensive but it is not worth what we are spending on it
- Doctors are much too expensive
- Healthcare costs are in double figures inflation
- Many people, especially the elderly don't have access to quality healthcare insurance. Too expensive
- Prescriptions are too expensive– especially for elderly

- Persons on limited incomes are forced to pay upfront for visits to doctors and dentists although they have insurance
- Affordability is an issue for many pensioners

Quality of facilities

- New hospital is needed
- Hospital is falling apart and isn't going to last that much longer
- Not enough facilities to deal with aging population
- Fly too many people overseas for treatment, should be able to treat here

Quality of healthcare professionals

- Many nurses aren't compassionate
- Issue with standard for qualifications of MD's and RN's
- Stop getting nurses that can not even do the job and have to read instructions on how to insert an IV

Bermudian workforce and healthcare (*also see Bermuda's Workforce*)

- Too much of a reliance on foreign medical staff

Bermuda's handicapped (*For more information section, Bermuda For All*)

- Need to care for the handicapped
- Really need to look at handicap access for the public

Concern for specific illnesses

- Bermuda has a growing number of children with autism – so far 35 cases in the primary school system
- Cancer is the 2nd largest growing health condition in Bermuda – possibly linked to the environment

Lifestyle habits

- Many Bermudians have unhealthy lifestyle habits
- Unhealthy habits increase healthcare costs
- People are becoming more and more overweight
- Improved diet will decrease rates of diabetes and heart disease
- The fact that we even have a KFC here is sending the wrong message.
- Unhealthy living raises healthcare costs

Don't have enough accurate information on health

- There is no accurate information/ statistics on HIV and teen pregnancy

What can be done? Suggestions/Solutions

Decrease healthcare/prescription drug costs by:

- Increase the emphasis on preventative healthcare and healthy living. Most effective way to decrease healthcare costs
- Must put a cap on unnecessary surgery, high doctors fees and hospital costs
- Look for ways for sharing the costs of healthcare
- To decrease the cost of healthcare remove the duty on all medication prescriptions, and control the amount of profit that is made up by the retailer "repackaging prescription medication by pharmacist."
- Also obtain low cost prescription drugs from CARICOM
- For affordable healthcare need to make insurance companies more accountable
- Get prescription drugs from Canada

Ensure that everyone has access to and can afford healthcare/ prescriptions

- Healthcare should be a minimal set fee
- Prescriptions should be a set fee played once a year.
- Free healthcare for seniors
- Need national healthcare – no one should be denied.
- Socialise healthcare
- Healthcare costs should be set according to family/individual income. But patients who smoke or who are obese (through diet) shouldn't be compensated unless they are willing to change health habits
- Give thought to Canada and Britain healthcare supply system

Ensure all people can receive quality health insurance

- Have a group insurance plan for unemployed workers such as Medicaid or Medicare
- Regulate insurance companies
- Increase the coverage of HIP and make it affordable.
- Provide basic health insurance to all residents funded through payroll taxes and customs duties.
- Elderly need to have access to at least basic affordable health insurance

Improve healthcare services and facilities

- Need better and cleaner facilities
- Need to increase community services such as district nurses and clinics and increase day care facilities
- Have 2 or 3 dedicated site hospitals
- Government should provide more financial assistance to build or subsidies facilities (rest homes) to provide healthcare
- Need nursing homes and nurses

Promote Bermudian healthcare providers

- Educate Bermudians to be doctors in the fields where we need them most
- Promote on island health education. Especially nursing programmes and mental health programmes

Increase number and quality of healthcare professionals

- Need an increase in healthcare staff
- Need more nurses
- Raise wages to be in line with the rest of the world. This would help attract them
- Make nursing more appealing
- Need incentives to attract and retain high levels of medical personal
- Retain our people to higher standard and insist on greater patient care. Medical board to be established to review complaints of patients

Increase focus on healthy living and prevention

- Need to protect and safeguard both emotional and physical health of Bermudians. They go together
- Need more education on preventative healthcare – diets, wholesome food etc.
- Promote healthier lifestyles for Bermudians, ban smoking in all public places; alcoholism is high in Bermuda as well. If we have healthier citizens we will have less healthcare costs
- Make fresh foods more affordable for lower income families
- Healthy lunches should be offered to public school students to help educate at younger age
- Allow organic milk to be imported
- Increase nutrition education– emphasising the importance of fresh food
- Education system needs to mandate more than just one hour of PE a week – to deal with growing numbers of overweight children
- Need more resources to promote active and health lifestyles
- More sex education is needed

Alternative treatment

- Need to look at alternative forms of medicine
- Need wellness clinics – and more preventative healthcare

Society as a whole needs to look after it's vulnerable

- Need to make families more accountable for their loved ones

Make additions to the legislation

- Need further disabilities legislation
- Need disability coverage for all working people – legislate short-term and long-term disability insurance and unemployment insurance

Housing

Also see the following sections: Anti-social Behaviour, Social Support Services, Bermudian/ non-Bermudian Mutual Respect, International Business, Land Use and Planning, Bermuda For All, Race Relations, Family, Changing Our Thinking, Elderly, Youth

Issues/Concerns/Perceptions

General

- Affordable housing is URGENT
- It is the biggest problem we face
- Real estate prices are destroying us
- People are desperate
- Housing is essential. Bermuda is no exception
- People are sleeping in caves, old cars, boats, tents, etc.

Cost of housing – purchase, financing, renovations, repairs *(also see Cost of Living)*

- There is minimal housing in the \$200,000 to \$400,000 range, especially for single parents
- There is a lack of affordable housing for rent and for sale for low and middle income Bermudians
- There is little decent housing at a fair price
- In the USA and Canada interest rates are at 4% here it hovers at 8%
- Many houses are left vacant. Family disputes, costs too much to fix up
- Money is lent for short-term purchases (cars, boats) but not for long-term mortgages

Housing and a Bermuda for All *(also see Bermuda For All)*

- The purchase of a home is unattainable to the average person. Saving is difficult
- People spend a huge percentage of their disposable income on rent and housing
- Housing is not affordable even for middle income families
- There are people with university education and no children who still can't afford a home
- Even those who work hard cannot afford to buy a home
- There is no housing for people in the middle who don't qualify for low income housing
- Prices aren't even within reach of middle class working couple
- Young Bermudians cannot afford rents of to buy starter homes

Housing and Bermudian/non-Bermudian mutual respect *(also see Bermudian/non-Bermudian Mutual Respect)*

- People other than Bermudians don't have a hard time finding accommodation
- Blue collar foreign workers seem to be able to find affordable housing when Bermudians can't

- Housing is being built at a high rate. However, not the "right housing" most Bermudians can't afford what is being built
- International business currently pays housing allowances to maintain staff. Inflates housing market
- Houses are currently just being built for foreigners
- Too many condos are being built
- A number of vacant houses, but owners refuse to rent to Bermudians
- Either ban housing allowances for give them to Bermudians as well
- Salary rule – housing allowance of guest workers should equal salary of a Bermudian in the same position

Housing and housing expectations (*also see Changing Our Thinking*)

- Bermudians all expect a cottage with a garden, This is not possible
- Not everyone wants there own house, but expect to be able to find an affordable rental unit. Can't even do that
- Housing for low income people was expected and the Government has let us down
- Expectation that should just get house, don't need to work or save for it
- Expectations are too high. Owning a home is a privilege, not a right
The time when all Bermudians could afforded to buy has passed, and it will not return

Housing and land use and planning (*also see Land Use and Planning, Open Space*)

- Affordable housing is needed – however this must be balanced with open space
- We are building new units when there are a number of vacant and derelict units that can be renovated

Housing and economic opportunity (*also see Cost of Living, International Business, Economic Opportunity*)

- Some Bermudians winning/many losing/some winning now – many lose soon
- When people agree to buy houses for astronomical prices, their tenants then pay astronomical prices
- Bermudians are pricing themselves out of the housing market
- With more and more foreign workers coming into Bermuda, Bermudian landlords are increasing rent to get the big dollars, while Bermudians are having difficulties finding places that are affordable
- Some people own all the property. How many houses does one need?
- Landlords need to stop being so greedy. There is no need for anyone to seek \$3,000 plus on accommodation
- Free rental market has created greed. Owners state they prefer foreigners instead of Bermudian renters
- Developers are just getting richer
- Home ownership in Bermuda is comparatively low. USA 67%, UK 70% Bermuda, 51%
- Lack of rent control/enforcement is creating a situation where unthinking employers are making a minority of Bermudians unfairly wealthy

House size

- Houses are getting bigger. The additional space is not needed and could be used better
- Houses are more expensive largely because of the expectation of a big house filled with fancy appliances
- Are getting too big

Housing and disempowerment/stress *(also see Anti-social Behaviour, Race Relations, Bermudian/ non-Bermudian Mutual Respect, Youth, International Business)*

- Affordable housing out of reach. There is nothing to work for
- The DREAM of owning one's own home seems impossibility. This is very dispiriting and makes it difficult to set goals
- If you don't own a house, don't feel you own part of the island. Doesn't encourage contribution

Housing and social issues *(also see Social Support Systems, Anti-social Behaviour)*

- Too many people under one roof – tensions
- Affordable housing is a keystone to social stability. Without it there will be increasing social polarisation
- Elderly are struggling
- People should not be living in unhealthy conditions
- Stop foreign institutions buying up our land and assets
- Developers should be given relief when they build residential condos buildings (not townhouses)
- Bermudians are leaving. "I am looking to buy overseas. It is what I can afford."
- Everyone feels its impacts
- Families are being split up because they can't afford the rents
- Stress of lack of housing is impacting on physical and psychological health
- Housing stress can lead to abuse, violence, drugs, etc.
- Families are sharing houses which are too small causing anti-social attitudes, lack of self esteem, and therefore a disinterest in taking advantage of educational opportunities
- If the current trend continues social turmoil is not far away. Disenfranchised Bermudians will revolt
- Middle and lower income families have to work 2 or 3 jobs to pay rent. Kids suffer as no one home to provide the needed emotional and social guidance.

Comments on decisions already made

- Should have sold housing at Southside as it was
- The 2005 legislation re sale to foreigners is a joke. No winners
- The Government can turn on a dime to pass laws to prevent Bermudians from selling their homes to non-Bermudians but stick their head in the sand on the leadership issues. They have their priorities backward. Many landowners are property rich but cash poor. It will be irresponsible for Government officials to say it is not Government's concern about

Bermudian property owners not being able to sell their property to non-Bermudians. The stamp duties/transfer taxes and wellbeing of Bermudians financially is important. The housing problem is at the low end of the market. This was knee jerk legislation and was short sighted

What needs to be done? Suggestions/ Solutions

General

- Do something NOW
- Build affordable housing NOW

Do a study to understand the problem/come up with comprehensive plans

- Carry out a housing study with input from planning, backed by statistics to reveal cause and extent of problems/recommend solutions
- come up with a strategy and action plan
- Do a study to first determine why rents are so high. Then look at market forces and figure out how to do something about it
- Establish a plan to redevelop the bases

Learn from best practice

- Look at other places that have had similar skyrocketing house prices and learn
- Governments should look at and learn from "council house" type accommodations as in the UK
- The Rockaway project is a good model from which solutions could be found
- Look at Aspen Colorado has working on it for 20 years and now has a great system

Bring down costs

- Enforce rent control – control greedy landlords (base on realistic assessment of what is fair to charge)
- Give an incentive to landlords who keep rents below a certain amount either in utility costs, or mortgage reduction, tax breaks
- Tax high rents and direct should taxes at affordable housing schemes
- Force publication of the prices of homes sales. Asking price and sale price are often very different
- Increase number of units under rent control
- Get rid of the international business "use it or lose it" housing subsidy policy
- Limit number of real estate agents, so prices don't become so inflated
- Increase interest rates
- Have a partnership between the Government and the bank to provide lower interest rates to first time home owners
- Make it so that low income people only have to pay a reasonable amount each month. This would let them own the house eventually – even if it takes 50 years
- Have projects that provide a purchase of a home at a lower than market value. But where

the purchaser will be aware before purchasing that they cannot sell the property for more than a cost of living (for example) profit. This will help retain a pool of housing at a reasonable price

Provide more financing assistance

- Give Bermudians housing allowances
- Government needs to provide rental subsidies
- Have banks give more friendly lending rates
- Have a Government programme for home ownership, planning and savings

Decrease cost of building/renovating a house

- Have initiatives where people can help to build house. Labour is the single most expensive component in the construction industry
- Government should give a tax break to people who are willing to build affordable housing
- Need cheaper building materials
- Construction costs need Government backing
- Provide tax credits for those who want to build their own homes
- Privatised Works and Engineering. It is too costly to use them on big projects because the workers do not work hard
- Depart from traditional building methods
- Put prisoners to work on the site
- Habitat for Humanity should be enlarged to help those less economically advantaged, to renovate vacant properties/build
- Provide money to help seniors turn their big homes into smaller units. Can help fund their healthcare costs, provide with community support, and increase the number of housing units
- Erect prefab houses in protected areas and staff prisoners to dig water tanks and assist in building

Build in a way that recognises limited land (*also see Environment, Land Use and Planning*)

- Keep housing off rural green space
- Build up
- Moving forward need to balance affordable housing without losing open space
- Find a balance between the needs of the community for housing and over development and also preserve the look of Bermuda in buildings

Because of limited land when increasing housing stock – prioritise redevelopment

- Renovate derelict buildings
- Government or private sector needs to fund the fixing up of derelict buildings
- Give concession (similar to hotel concession act) to people who want to fix up currently vacant apartments for rental
- Make it mandatory for people to sell unused units to Government

- Get a handle on the number of derelict buildings out there. Provide assistance with renovations
- Employ one civil servant to liaise with owners of derelict houses to sort out ownership problems and help arrange loans/restoration
- Redevelop houses that are in a family dispute
- Need a special task force to negotiators/legal specialists to solve problem where families will not renovate vacant houses

More specific suggestions on buildings to redevelop

- There are so many churches on the island. Do we need them all? Can some of the church buildings be converted to affordable housing?
- Redevelop big houses into small apartments
- Turn Club Med into apartments
- Turn Banana Beach into apartments
- Turn old hotels into apartment complexes
- Turn old hospital into housing

Prioritise housing for Bermudians

- No more condos
- Put a moratorium on building
- Protect homes from foreign buyers
- Stop people being allowed to build houses for rental (executives) only
- Moratorium on the building of condos. Give Bermuda time to assess the impact of so many units and any future needs
- Need stringent control of luxury or high-end accommodations. Before Permission is granted should need to establish and enforce a commitment to investing in low cost/affordable housing before permission is granted
- Do not allow/limit foreign house ownership
- NO to condos and developments catering to investment \$ 2nd, 3rd homes for investment
- Stop selling condos to non-Bermudians
- Do not allow land to be used for luxury type homes for people who are living in Bermuda only on occasion

Suggestions for specific types of accommodation Bermudians want to see

- Need cluster form housing with open space near by for play and walking areas
- Need to start building up
- Low income housing at the base should be 6–8 units, apartment type buildings. Like Lily park in St. George's
- Want to see affordable apartments with strict rules
- Develop apartment building to accommodate two or three bedrooms at cost

- Government should help create affordable cluster housing for young families – perhaps an environment for families could contribute to the upkeep of the houses and learn to grow plots
- Encourage building of apartments in Hamilton
- Build a dormitory type building for single men/women
- Build semi high-rise near Hamilton for foreign workers. Make them attractive and affordable housing.
- Use the money Government spends to assist people with rent, to build Government units. Install a reverse osmosis system, and include the cost of utilities in the rent
- Adequate homeless shelters
- International business can build apartments for their workers on top of offices, with the money they save from low tax rates

Where to put housing

- Use Morgan's Point for housing
- Dockyard could be developed with medium density housing – in addition to more frequent ferries, have a car ferry to Spanish Point
- Old military bases – but create support systems to those areas
- Turn Hamilton into a living city – live, work, play all in one area
- Use Morgan's point as a corporate campus
- Consider impact on traffic flows when deciding where to place housing
- Develop modern, low cost housing on old army base properties, offer to Bermudians only
- Do not put them on the waterfront of the US base in St. George's. Only deep water frontage in St. George's Harbour

Encourage smaller houses with less environmental footprint

- Tax home owners on total of all footage of ownership e.g. 2000sq feet = 20% , 4000 sq ft = 40% of all property COMBINED (including trust property)

Community participation/empowerment/education

- Sweat equity
- Always consult the people who will be affected
- Work against ghetto formation and promote pride
- Have conditions to ensure
- Have a basic financing course (free) which one has to take to qualify for an affordable house
- Educate to a level where people can hold jobs that will allow them to pay reasonable rents
- Home ownership allows people to own a part of the island and work towards something

Delivery

- Public-private partnerships are needed to fund
- Government cannot solve all the problems, but need to be proactive as far as affordable housing is concerned

Address inequalities

- Limit property ownership – increase taxes on owners that have more than 3 homes
- Encourage better sharing in home ownership by discouraging ownership of multiple homes by the wealthy
- Tax vacant units so that some people don't have much of vacant properties, while others are still homeless
- Impose gradually increasing taxes on those who own multiple homes to encourage them to reinvest elsewhere. This should not be done with reciprocity whereby economic hardship is then suffered by those who currently own multiple homes
- Limit the number of houses that one person or trust can own. Many times the additional property is just to rent. This means that rich get richer and the non-homeowners don't have a chance to get into the market
- Need rent controls to help prevent unthinking employers from making a minority of Bermudians unfairly wealthy
- Wealthy folk with mansions and expensive homes should be required to pay 3000 to 5000 a month to assist other Bermudians paying the rent
- Salary plus the housing allowance of an expatriate worker should equal the salary of a Bermudian in the same position
- Would it be possible to limit the number of properties any one individual company could develop
- Make sure that developers are giving back to the community enough

Decrease demand

- Allow the spouses of all work permit holders to work. This will decrease demand
- Reduce demand by stabilising family relationships
- Rental units should be rented to adults (25 and over) this will encourage under 25s to stay with their family. This in turn creates family unity

Other

- Finance the Salvation Army to create adequate homeless shelters
- Don't allow houses that have been paid off to rent for the same price of houses that are still being paid off
- Assist families on low incomes to find suitable housing
- Have a Government programme for home ownership planning and savings
- Money put into tourism for Government travel should be put into low cost housing
- Make real estate companies with foreign names leave
- Build adult communities for senior so that they can afford to downsize and sell their homes to the next generation
- Attach work permits to housing. No housing – no permit. You should not squeeze tons of people into one apartment

“How can Bermuda better promote mutual respect between Bermudians and non-Bermudians?”

The relationship between Bermudians and non-Bermudians is impacted by and impacts upon many other issues. Also see the following sections: Workforce, Economic Opportunity, Immigration, Education, Youth, Anti-social Behaviour, Bermuda For All, Race Relations, Housing, International Business

Comments/Thoughts/Perceptions

Groups are seen to be in opposition

- There is a Bermudian vs. expatriate worker mentality

We are all in this together... *(also see Bermuda for All)*

- We are all one race – the human race
- It's all about give and take. It's a terribly small world and we have to get over our natural inclination not to share Bermuda with the world
- No man is an island. No man stands above. We all need one another
- Bermuda needs expats. They help us, and we help them
- It is a two way street

Differences in opportunity and feeling of inequality *(also see Education, Economic Opportunity, International Business, Race Relations, Bermuda's Workforce)*

- Housing allowances drive up the cost of housing for everyone. This leads to jealousy and resentment
- Bermudians cannot achieve what non-Bermudians have because non-Bermudians are given all the perks, e.g., housing, return trips, bonuses, etc.
- We must work twice as hard to get ahead and even then nothing happens
- If our children had opportunities to get college degrees and could then get the top jobs, economically they'd be more respected and there wouldn't be as many expats with those jobs. Our expatriate workers would be coming to do the lower end jobs then.
- Unequal opportunities because non-Bermudians wanting to promote their own.
- Bermudians feel like second class citizens in their own country
- It is a battle against foreigners. They have more rights than us.
- As long as expats and only expats get the top jobs they will always consider Bermudians as being beneath them and black Bermudians at the very bottom
- Most foreigners believe they are here to help us because we are a lower class
- Some **Bermudians feel like second class citizens** and some non-Bermudians are very snotty to locals
- It doesn't help when we have so many non-Bermudians experts advising us on so many matters
- Bermudians must be assured that the Government has their back and will ensure they obtain good employment over non-Bermudians
- Bermudians are becoming strangers in their own country.

- Bermudians probably resent non-Bermudians because they are affluent (mostly) and because they feel they are taking space, jobs, and opportunities from Bermudians
- I have seen times where the contract workers have less education than the Bermudian but get (and keep) the job. This should not happen
- There is a mentality non-Bermudians develop after being here for a short time learned from other non-Bermudians who have been here a long time – that Bermudians are second rate citizens because of many reasons, i.e., colour, education, etc.
- You are fighting a losing battle– non-Bermudians look down at Bermudians
- Most non-Bermudians refuse to mix with Bermudians so respect is non-existent
- **Non-Bermudians feel like second class citizens**
- As an "expatriate worker" I love Bermuda and wouldn't be here if I didn't. Want to help but often get treated as the bad guy
- Expats are becoming third class citizens. Need to give them equal rights
- I am not sure non-Bermudians disrespect Bermudians but they lash out/ back because they are made to feel like 2nd class citizens
- There is a strong feeling that Government is not for expats and don't recognise them or their contribution
- Bermuda polarises and disadvantages its non-citizens to a greater extent than any other country. It angers the non-Bermudians and fosters an attitude of non-involvement. For Bermudians it is official signal to say "it's ok to knock non-Bermudians and blame them for all our ills"
- Often they leave their own family and friends to come here and help us – and then this is how we treat them?
- By call our non-Bermudian workers "guest workers" implying that they are 2nd class citizens. Call them overseas workers
- Expats get a lot of blame for problems. Expats come here with an open mind. Stop the blame – look inwards and look forwards
- Bermudians stop name call. Regardless of what we might have to put up with, we must remember that they are guests in our country

Impacts of non-Bermudian residents (also see Social Support Services, Traffic, Housing, Waste)

- Non-Bermudians offer so much to life in Bermuda. They support local charities, and functions, and add to the vibrancy of life here
- Non-Bermudians come to care about Bermuda deeply – and invest in the community the way Bermudians do
- International business helps Bermuda's residents enjoy the lifestyle that they do
- Non-Bermudians take advantage of Bermuda and have negative impacts
- Non-Bermudians are only here because they make more money in Bermuda they do in their own country. They take from our country and we need to get a handle on this
- Non-Bermudians put strain on Bermuda's social structure
- Non-Bermudians need to respect the fact that this small island cannot accommodate all these foreign workers who come to work, but really devise ways to stay here and displace the Bermudians. Unfortunately it is human nature to be greedy. Bermuda is too small for this
- Guest workers come to Bermuda not to help Bermudians but to help themselves

Attitude of Bermudians/ work ethic (*Also see Changing Our Thinking, Workforce*)

- As a business owner, non-Bermudians are always on time. Do the work they are paid to do. Unfortunately many Bermudians are lazy and abuse the working place. Not all but most. I am Bermudian

Press heightens the divide

- News media and TV can cause a lot of trouble between Bermudians and non-Bermudians
- Things are better than the press would have you think

Non-Bermudian/Bermudian – race connections (*also see Race Relations*)

- Not all Bermudians are black and not all non-Bermudians are white but this question is obviously about race. Stop inciting racial hatred – look at what happened in London all because of hatred
- I think old notions of racism are prevalent among the older generations of black and white alike. I don't think all the "black history months" etc is helpful. I think it is harmful to young people who interpret it as a reason to hate another race. Its history and important and we cannot forget, but lets get educated in other subjects. Spend money on teachers, career advice, etc.

There is no problem

- There is no real problem. Just need to realise that Bermudian have historically been self centred
- Stop trying. It is not an issue
- Not important
- Mutual respect is already there
- Yes people band together but it is not a problem
- I am not particularly interested in promoting mutual respect – non issue
- Nothing. It's personal choice
- Do not be so paranoid
- This is not a problem – you are making it a problem. Leave it alone

What should be done? Suggestions/Solutions

General

- Stop differentiating
- Come together
- Treat everyone fair
- Stop making divisions

Promote respect and acceptance (*also see Bermuda For All*)

- Teach the golden rule to kids
- Treat each other with respect no matter where you come from
- Non-Bermudians love to live here. Enjoy our air space, jobs and homes. Yet want to think

less of its people. If the Bermudians must accept the non-Bermudians then surely the non-Bermudians must accept the Bermudians – we all breathe the same air. We must all work together

- Every single one of us had family come from somewhere else in the world. Be real! Treat others the way you want to be treated

Create better mutual understanding between groups

- Have workshops for the non-Bermudians and the Bermudians to create an understanding of all cultures
- Education
- Cultural diversity training seminar
- Have seminars in the workplace that must be attended by all during a set time period
- Through education socialise more
- Awareness that both are important and vital to a vibrant community
- Promote increased understanding of the position of the other and the positives in everyone
- Better family values, realise that each person has a value and a positive contribution to make

Educate the public the reason for/benefits from foreign workers (*also see Bermuda's Workforce*)

- Teach children in the schools how to respect each other, their parents and teachers. Teach them early the importance of non-Bermudians and visitors in their lives and Bermuda's economy
- Locals need to realise many of these workers are here because locals won't do the jobs
- Lessons in economics; how the money comes in and flows through the economy
- Education – many Bermudians don't understand what non-Bermudians jobs are or why they need to be brought in
- We as Bermudians need to come to terms with the facts – we need non-Bermudians
- Bermudians should look to others as a way to help Bermuda grow and keep up with other countries
- Educate on "trickle down effect" though many means, pictures/ Woolcock cartoon/ quick facts
- Bermuda needs non-Bermudians – always will even if Bermudians are educated. People need to be educated about the benefits of a balanced status
- People need to be educated on how the economy actually works. The unions should be educating not dividing
- Have a campaign in schools on how vital non-Bermudians are to Bermuda
- Understand the importance of the good that we can all gain from expats
- Bermudians need to be fully educated about the importance of intellectual capital they bring and their importance to the service industries

Educate non-Bermudians of Bermudian culture (*also see Loss of Culture*)

- Education of non-Bermudians on Bermuda. Education of Bermudians on the importance of non-Bermudians

- Non-Bermudians should go through an induction programme. Bermuda history, culture and mannerisms as part of their work permit
- Non-Bermudians need to learn to respect our size, culture, educational expertise and not be too over-zealous and eager to bring in all their compatriots
- Promote orientation to Bermuda programmes, senior citizens can give verbal history lectures
- Let them know our way of life – good morning, afternoon etc
- Say good morning. When in Rome do as the Romans do
- Give workshops for non-Bermudians before they start a job. Stress our culture and traditions. Let them know Bermudians are educated and have travelled the world
- Expatriates need to understand something of Bermuda's social and economic history and that not doing things a "North American" or "UK" way means its inherently wrong

Increase more interaction between community groups (*also see Bermuda For All, Race Relations, Workforce, Youth*)

- More social event which attract both – so they can mingle and communicate
- Better understand each others cultures through activities, social functions
- Invite to dinner, offer to carpool
- Build a multiculture centre and for a multicultural centre
- More interaction. Both groups stereotype each other. They all need to acknowledge what they are doing to keep Bermuda going
- Non-Bermudians too often live in a non-Bermudian bubble. Get kids playing at the BFA youth league – have them watching Comet races instead of dinghy race
- Have them work together on common projects
- Force social dance arenas to be for all sectors of the community
- Invite expats into Bermudian homes and make them part of the family. Lets face it Bermudians have so much to gain by working together with expats and fading away stereotyping
- Encourage non-Bermudians to get involved in more community activities
- Enhance community driven events
- Have a buddy system for new workers. Non-Bermudians buddies with Bermudians to encourage mutual respect and understanding
- Celebrate each others festivals
- Team people together in work groups
- Bermudians need to make the effort to get to know non-Bermudians
- Enforced community service
- Have volunteering and service community groups
- Integrate sports and clubs
- Government campaign to invite non-Bermudians to traditionally Bermudian events
- Compile a register of persons willing to host those of the other culture via simple get together and exchanges

Facilitate open dialogue

- Be honest and upfront with each other
- Have more forums in a non-threatening atmosphere
- Need an independent body to moderate disputes and investigate complaints
- Need to have atmosphere where all are comfortable. White non-Bermudians are nervous when issues take on a racial tone and just don't participate

Have equal benefits and treatment for Bermudians and non-Bermudians *(For more information see Economic Opportunity, Housing, Education, Youth, Bermuda For All, Workforce)*

- Treat people equitably with regard to jobs and positions
- Respect in the work place
- Give employees equal pay and the same benefits
- Treat Bermudians in same way with regard to promotion, housing, education for children, etc.
- Remove some of the walls like housing allowances and private school allowances that allow expats to enjoy a much higher quality of life
- Work towards decreasing the financial divide
- Bermudians should receive the same 1) respect for qualifications, 2) Perks 3) Travel and retiring allowances, 4) housing allowances and opportunities
- Limit the perks given to non-Bermudians or provide them to Bermudians
- Treat everyone as equals. There should not be any you and us. People from abroad come to improve themselves – similar to Bermudians going abroad for education and employment

Work towards equality of economic opportunities *(for more information see Economic Opportunity, Youth, Housing, Education, Race Relations)*

- Help Bermudians to start their own businesses
- Focus on educating Bermudians so that they can get the good jobs
- Get rid of the economic pressures on Bermudians
- Encourage whites to support black ventures, etc.
- Address affordable housing
- Bermudians need to continue to get better educated and thus increase their opportunities for advancement in the workforce

Tax guest workers *(also see Economy)*

- Ensure guest workers contribute a share of tax revenue that fairly reflects the added burden they place on the local infrastructure

Take care of Bermudians– if not then resentment

- Be kind and caring. Take care of our own to prevent discord and resentment.
- Teach our culture first. If you teach them about how to behave. English language classes, especially in the tourism industry. History lessons on Bermuda and geography.

- Government needs to back its own people
- Favouritism should not be shown to non-Bermudians. The Government must have confidence its people and the people must have confidence in its Government

Bermudianise the workforce (*also see Workforce, Population*)

- Let non-Bermudians in administrative positions train Bermudians to take over their position as soon as possible rather than the revenue
- Government can publish the facts on why a non-Bermudian was hired
- More sincerity in on-the-job training
- Open up the work permit process. Currently it is behind closed doors. Which leads Bermudians to believe that they are being denied opportunities
- Better policing of jobs that Bermudians can do
- Fewer foreign workers
- Have just a Bermudian workforce
- Make sure you send home foreigners at the end of their work permits
- Link work permits to training programmes so that all expatriates are aware of the request to train Bermudians
- Slow down economic growth! Slow down work permits
- Ensure that qualified Bermudians are offered opportunities to train up to management position that currently expatriate perform

Change Bermudian attitudes (*For more information see Changing Our Thinking*)

- Show Bermudians that they are not qualified for certain jobs and let them know what they have to do to become qualified
- Bermudians must be prepared to work to a North American work ethic and standard
- Bermudians should get over their attitude that they are better than everybody else
- Stop blaming expats and get on with solving the problems
- Bermudians need to put work ethics first, not just social popularity
- Educate people that non-Bermudians doesn't have to pose a threat. Most of there are here because there are not enough Bermudians – or Bermudians don't want the job
- In particular black Bermudians need to be more respectful and mindful of the importance expats play in maintaining their good lifestyles. They are more racial than the white Bermudians
- We Bermudians need to respect that special skills are required to perform certain jobs.
- Bermudians just have to realise that that's the way it works. Rich bring people bring large multinational businesses to Bermuda and provide good jobs for aspiring Bermudians. Not everyone is equal
- Bermudians must develop a pride in doing a job well according to the standards existing in "non-Bermudian" countries
- Bermudians need to get over the "good morning syndrome" there are many ways to say hello and they are mostly polite
- Bermudians need to recognise that they operate in a protected job market few other in the world enjoy

- Need to remove the concept that Bermudians come first – it is a global world – be competitive or fail
- Get it through the heads of Bermudians that there was nobody here when the Brits crashed into the place.
- If we don't make our children take advantage of their free education and develop an outstanding work ethic we have no right to complain about non-Bermudians having to come in to work jobs that we can't or won't do

Bermudians should recognise and value expats

- Stop the negative attitude towards expats. Government chose to allow us in for a reason
- Expats should be recognised for their part and not criticised for it
- Bermudians need to stop name calling regardless of what we might have to put up with, we must remember that they are guests in our country
- Bermudians need to remember that non-Bermudians are invited here by Bermudians themselves to work, etc.

Debunk perceptions of foreign workers

- Show that most foreign workers are not high-flying millionaires
- There is a common misperception that all non-Bermudians are well off and get a bigger piece of the pie. Bermudians need to get this "chip" off their shoulders

Change non-Bermudians Attitudes (*For more information see, Changing Our Thinking section*)

- Non-Bermudians should respect our ways, not the other way around. They are the guests in this country, not owners. And they will find that if you show respect you will receive respect
- Let non-Bermudians know it is a PRIVILEGE for them to be here, and Bermuda will not sink if they leave. We don't NEED them so much as they think we do

Encourage non-Bermudians to feel part of community – and contribute

- Allow non-Bermudians to own property. This will give them a greater sense of community, rather than them feeling like people just passing through
- Take the long-term "lovers of Bermuda" expats. They are better than the "hit and run" thus give them a chance to take equity in Bermuda and enrich our society. Through increase involvement. Let the non-Bermudian buy a home like any local after living here min 6–10 yrs. Don't let him rent and charge 50% tax on any profit at sale
- After a qualifying period of time allow non-Bermudians to be equal to Bermudians in being able to have some say in how Bermuda is run

Press (media) needs to stop heightening the divide

- News media and TV need to stop causing trouble between Bermudians and non-Bermudians
- Stop preaching hatred and xenophobia to young black Bermudians

- Eliminate *The Royal Gazette* the most racist establishment that feeds the minds of the masses daily. Highlight educated young Bermudians of the same age bracket to non-Bermudians to increase the mutual respect
- Things are better than the newspapers say

Report good things going on

- Report much more of the positive things that Bermudians do for non-Bermudians and vice versa
- Publish/ highlight some success stories of the two groups
- PR campaign
- Highlight people who have worked hard and become very successful. They should be the role models, black, white or Portuguese
- Stop expatriate worker bashing – have publicity campaign point out how Bermuda and Bermudians gain financially

Bermudian pride (*also see Loss of Culture section*)

- Bermudians and non-Bermudians must remember and be made aware of the many prominent Bermudians who have made contributions to our island
- Ensure Bermudian live bands play in areas that have the clientele all the time
- Independent Bermuda will foster national identity, pride and respect for other – and non-Bermudians
- Need to build Bermudian pride. Non-Bermudians are here because many Bermudians feel certain jobs are beneath them. This is not true

Celebrate diversity (*for more information see, Bermuda for All*)

- By celebrating the unique characteristics of all ethnic groups
- Open our minds to other religions, customs, languages, races and embrace our difference
- Exposure to other cultures by holding fairs or exhibitions
- Embrace diversity and teach children to judge individuals by their actions

Expose people to many world cultures

- Encourage high school exchange/ work programmes abroad. Bermudians and non-Bermudians that have lived abroad are more tolerant – as multiculturalism is the norm in most countries –
- Give Bermudians global exposure
- Need to become more aware of the outside world
- Have Bermudians live in as many different countries as possible
- Each person must learn their own heritage and that of their neighbours
- Question other cultures, read, go online

Starts with the family (*also see Family and Parenting*)

- Self respect must be taught in each home

- Bring back our old good manners
- Promote family values
- Family education

Use religion (*For more information see Religion*)

- Seek God
- We need a nation goal devoid of religion similar to the UK and French approach which embraces all Bermudians.

Other

- Stop being proud of island time – i.e., 15 minutes late for everything
- Too many foreigners. They are sucking up the water and the electricity, houses and road space. They are meek at first – then their true identity shows. Some become so arrogant that they get attacked
- Too many non-Bermudians here – get rid of them
- Stop the bashing. The meetings held around the island 4–5 years ago were intimidating and were not conducted in a positive manner
- Make it a Human Rights offence to demean either side. (*For more information on Human Rights, see a Bermuda For All*)

Population

Population is impacted by and impacts upon many other issues.

Issues/Concerns/Perceptions:

General comments

- Over-population – Bermuda is a microcosm of the world's problems. Everything that hits Bermuda will eventually affect the whole planet
- We may be able to sustain ourselves at the current level, but there is no more space for any more people

Impacts of population size

- Over-population in relation to the land mass (this is the root cause of many of the other problems)
- Over-population is a problem
- Crowded rat syndrome
- We are acting like rats in the proverbial cage. Just as an example there is now so much road rage

What should be done? Suggestions/Solutions

Limit the number of people on island

- Agree a population level for residents/ workers/ visitors etc. based on impact on resources and services

- Acceptable ceiling should be set and adhered to. Probably quite close with current level
- Limit on foreign workers to ensure ceiling kept to
- Need to decide what our optimum population is or should be and then provide incentives to reach and maintain that number

Influence birthrate by:

- Encourage family planning for youth
- Focus on family planning
- Need to limit the number of children to teenage and unwed mothers
- Single women on social assistance should be stopped from having more than 2 children until they show stability
- Population control – this should be Government’s main challenge. The illegitimacy in this country is one of the highest in the world. Let us get back to marriage and the family unit
- Give cash awards to girls who defer childbirth until marriage or more than 21
- Termination of pregnancy should be an easier option for unwanted births
- Charge larger families over 2 children extra for utilising more public services
- Educate/ train young people re cost to society of producing unwanted children
- Restrict families to two children
- Limit number of children per mother
- Educate parents about the responsibility for having children regarding cost of upbringing and parental responsibility in caring. Time involved
- Educate children to wait till they have job skills before producing children

Less Bermudians in Bermuda

- Facilitate opportunities for Bermudians to relocate overseas
- Encourage educational opportunities in exchange for emigration to decrease population

Have less foreigners in Bermuda (also see Bermuda’s Workforce)

- Expel all illegal immigrants
- Decrease number of expat workers
- Outsource jobs which Bermudians are not trained for
- Discourage people (workers) bringing families to live. This is done to the Portuguese and black West Indians, but not to English, Canadians, Europeans
- Do not allow visiting workers with children
- Use short-term work permits
- Use local talent better
- Encourage hiring of expat couples so the 2 spots are filled in one family
- Look to educate Bermudians for top jobs
- Slow down economy– stop seeking more offshore companies and more hotels

Learn from international best practice

- Bring in the best experts on the planet for this problem

Race Relations

Race is a cross cutting issue therefore affects many other sections, however some other sections are linked particularly strongly. Also see the following sections: Economic Opportunity, Anti-social Behaviour, Youth, Education, Bermuda For All, Bermudian/Non-Bermudian Mutual Respect

Issues/Concerns/Perceptions:

Social division and race

- Too much black white division
- Our society is divided both socially and at work
- Racial divide is a socio-economic divide. Well-educated blacks and whites tend to socialise together. Better education will minimise this
- Racial divides in Bermuda are not as strong as in many other countries
- There is separatism. We don't work together as one people
- Racial divide has become worse since 1998
- There is division that one sees in ethnic grouping. It may be looked at by some as racism

Understandings/ misunderstandings

- There is a horrible lack of understanding of each other – the terrible attitudes, etc.
- We are not understanding or supportive of our fellow Bermudians of a different colour group
- Some are take time, and genuine interest in learning about each other's history and life
- There is a lack of understanding of other cultures

Race relations and quality of life

- Racial attitudes threaten to smother the open, friendly nature Bermudians have always been known for
- Bermuda is stifled by a race issue that has nowhere to go and nothing to gain. Stay human

Nature of the problem

- It will never change as long as whites in powerful roles control there will always be a glass ceiling.
- Woven into our way of being
- There are many on the radio who tell the story of slavery with so much hatred that all it seems to be doing is setting back the process of the black/ white races coming together. It is important for individuals to know their history, but why try to tell it in a way that's only going to build walls between the very people that you live with on a daily basis.
- Whites are reluctant to apologise
- You can't change white people
- Why should the black people feel that they are always owed and its payback time. Have you ever heard of white appreciation month? Am tired of racism being used as an excuse for all ills

- There is a "poor me" attitude of so many black people
- I am tired of reverse racism

Race relations and politics

- Race is used as a political tool in Bermuda – makes the problem worse
- It is used by Government and political parties in ordinary disputes to solicit support for issues unrelated to race. It creates conflict where none is justified and fuels hatred
- Race ideas are fed from the top

What should be done? Suggestions/Solutions

General (*also see Bermuda For All*)

- Can't be solved by legislation alone.
- Need inclusiveness of all people
- We need to come together as a country
- We must tackle the "race" problem head on and everything else will fall in place
- Must address racial polarisation
- Must become aware of and tackle our prejudices
- Need to accept diversity of all people with respect and focus on the real issues rather than the negatives of the past
- Need to encourage racial harmony. We have to move forward as an integrated community and all of us need to realise what a privilege it is to live in Bermuda
- Must appreciate diversity

Promote equal opportunities (*also see Education, Economic Opportunity, Bermuda's Workforce*)

- Please please please attack racism and make sure that every child has a fair chance to succeed
- Educate the local population – ensure that all have the opportunity to access higher education
- Need equal opportunity for all races– therefore must focus on helping those who do not have equal opportunities

Encourage black empowerment

- Black children must better understand their past to improve self-esteem
- Need to increase black empowerment

Look at CURE and its mandate

- Heighten the role of CURE
- Give more teeth to CURE
- Get CURE to step up their programme. Have Government watchdogs in every HR on the island to ensure equal opportunity
- Abolish CURE

- We never had a black/ white problem years ago with CURE it is being forced upon us
- Government must also abide by CURE

Change attitudes *(Also see Changing Our Thinking)*

- Need to change outdated perceptions
- The mentality of whites rights needs to change
- Change attitudes. White people are not the enemy
- Actual the racial divide is perceived. Us vs. them needs to be reduced
- Need to acknowledge racism is not just a white thing. Stop blaming the white man. You get more with honey as they say. It will position a better dialogue
- It is time for the black (majority) people of Bermuda to stop crying about things (bad things) that happened a hundred years ago. When none of us were alive and think about the future
- White people need to at least recognise the history they are part of– and how the influences the current day situation
- Apologies for having blacks for indentured slaves and stripping blacks of their black identity by raping black women during slavery
- Old white people are still hateful of blacks. Change their ways
- At some point white people can't be blamed for all the failures of black Bermudians
- Acknowledge that many blacks are racially aggressive, unfriendly and do not demand respect by their negative attitudes
- When children are young there is no problem. We all get along. There is no power hierarchy. But as time goes on these attitudes are adopted. Therefore whites must change

Expand upon race education

- Education is the key to racial harmony.
- Show the less privileged in our community they can make a better life by educating themselves by working hard and not harbouring hatred which is often based on passed events.
- Educate all people so that they become aware of the racial prejudices that we all hold Only once this is recognised can we have an educated dialogue
- Teach what is fair for all now and that harping on the past can't change it
- Teach why, and provide examples to show, how the system is still not fair– and what individuals can do about it

Government needs to lead by example *(also see Governance)*

- We are divided both socially and at work. Government itself needs to abide by CURE. Too many Government and employment places are divided. This is a legislative issue
- Making opportunities more equal must start at the top with Government officials
- Leader, (not just political) need to come together and demonstrate how to engage in the process of communicating with a view to heal our island

Stop continually bring race up

- Stop making it an issue. It isn't until you continually raise it.
- Stop the continuous talk of race in the House, on the radio and TV and in the newspapers
- Stop talking about race. We are all Bermudians
- Need to change the racist rhetoric perpetuated by a minority and not espoused by the majority
- Overcome racial divide by reducing political rhetoric

Promote understanding and dialogue (*also see Bermudians/Non-Bermudian Mutual Respect, Bermuda For All*)

- Encourage better understanding of racial differences in culture
- Encourage employers to bring employees together (most have employees of different races) encourage community get together and open air parties
- Promote and encourage dialogue
- Need to keep talking about race, in an educative, constructive way. It is the only way to move forward together
- Debunk the myth that this is a black/ white issue. All non-Bermudians aren't white, and all Bermudians aren't black

Religion

Religion and religious life in Bermuda is impacted by and impacts upon many other issues. Also see the following sections: Social support services, Family, Youth, Anti-social Behaviour, Bermuda For All, Bermudian/Non-Bermudian Mutual Respect

Issues/Concerns/Perceptions

- Children are not attending Sunday or Sabbath school
- We don't have a healthy recognition for the eternal existence of our creator like they did in the past
- There has been a loss of religion – Bermuda is in a moral decline

What should be done? Suggestions/Solutions

Reach out to help people in need

- The Church has to step up and reach out to our young people. Street minority should be advocating
- Church should be assisting in housing

Support for religious organisations

- Give financial allowances to churches and religious organisations

Question Sunday activities

- Stop allowing everything from taking place on Sunday

- Need to address the Sunday sale of alcohol. One can buy alcohol in the bars on Sunday but not in the shops

Remember the lessons of religion

- Our creator is quoted as saying he created us as tribes and nations not for us to despise and reject each other but to get to know and respect one another
- Jesus is coming soon, wouldn't it be nice for us all to love not hate and help one another
- Remember the ten commandments

Teach and encourage residents to learn about religion

- Teach the commandments and give Bible study in school
- Test the populace on religious matters

Social Support Services

See also the following sections: Anti-social Behaviour, Housing, Youth, Family, Economic Opportunity

Issues/Concerns/Perceptions

Partnership

- Lack of partnership between different service providers
- Limited partnership between Government and the third sector
- Charities compete with each other instead of working together
- There are no clear Government purchasing rules for social services. No strategic approach
- It is unclear who is supposed to provide what
- Difficult to know where to go to get help

Quality of service

- The social support services that are needed are not always available
- Social support services aren't meeting the basic needs of those who are most in need
- Single parent families often need support
- Cost of living is so high that many are on the verge of not being able to survive

Standards

- lack of standards

Use of resources

- We have highly educated men and women. Why are they not able to solve most of our social issues?
- No excuse in such a wealth/ affluent country to have such lack of social support

Data collection

- Better ways of judging "success" of social support systems.

Bermudian expectations

- There is an attitude of self entitlement. People expect services but don't want to do any work in return
- Need to change the people who just want a free ride
- Why should we support someone with 4 or 5 children?
- It is not Government's responsibility to make luxury housing affordable for huge families
- Children are born out of wedlock and then they want handouts from Government

What should be done? Suggestions/ Solutions

Collect and act upon data

- First find the facts. Act on that basis
- Don't just assume that something does or doesn't need addressing. Talk to the people affected first and find the facts
- Get statistics

Provide resources to effective organisations

- Provide financial support to those agency that effectively deal with the problems daily
- Increase staff at child development programme. Parents need parenting skills.
- Need more social workers, counsellors to be deployed in rapid team units to defuse situations and find remedies
- Give more funding to financial assistance and get more trained staff at family services

Start/enhance community support groups

- Create support groups helping these wives especially financial needs and emotional issues.
- Churches need to be helping those most in need
- Housing for young mothers with guardian "grandmother"
- Make fathers pay – state should be the last resort for funds

Identify who is going to provide services

- Government to regulate and administer rather than provide services
- Need to further develop the third sector– Government needs to help provide the funding

Standards

- Training for third sector
- Better standards and clear certification for third sector

Revenue for Services (*see also Economy section*)

- A fairer system of revenue generation (maybe income tax) could help the Government provide better and more services, e.g. healthcare

Ensure people earn enough they can afford to live

- Instead of handouts – i.e., rent and living subsidies – create job for the individuals equal to the subsidy amount

Change legislation

- Revise Charities Act

Prevention

- Social issues must be resolved. Prevention is key – therefore education is key.

Services to provide:

- Need to provide financial support to mothers of illegitimate children
- Have facilities to get Bermudians who have dropped out of the workforce re-employed
- Support for the wives whose husbands are incarcerated, especially experts married to Bermudians
- Need a hostel for youth where they can come to get away from their house
- Need adequately structured and funded programmes to support those convicted in court. Particularly substance abuse.
- Have improved/ more counseling – support services
- Send those that need it to be examined and get help for the behaviour
- Need homeless structures that are open all day long
- More free after school programmes for youth
- Increase support services and activities for the elderly. Often they are forgotten
- Spend more money on the homeless people
Social issues have not been made enough of a priority (also see Social Support Services)
- Currently Bermuda values the needs and desires of the international business community before the needs of its own people; thus the rise in anti-social behaviour
- Social issues are not dealt with in a timely manner
- Forget fast ferries and put the resources into sorting out young men and teenage mothers

Changing Our Thinking

This is a cross-cutting issue which impacts on all other sections.

General comments

- Need to change attitudes. This whole exercise is wasted without it
- As Bermudians we have become victims of our own success
- This country is reaping what it has sown. It's our parents, leaders in politics; church leaders are showing our young people that money and material possessions are important. Can you blame a drug dealer whose primary focus is making money and more money?

Attitudes of Bermudians

- Bermudians are open and friendly
- Bermudians are innovative
- There is a lack of sweet personality amongst Bermudians – including those in the service industry
- Everyone in Bermuda is an expert and does not like to follow
- Bermudians have a poor work ethic
- Narrow-minded people with small town mentality
- Bermudians are generally resistant to change
- Bermudians are materialistic and have forgotten what is important
- Bermudians have a sense of complacency

Priorities, expectations and image

- Bermudians have adopted unrealistic lifestyle expectations
- Bermudians have become very spoiled and too materialistic. Big cars, house, throwaway society
- Get rid of the keeping up with the Jones' mentality
- Bermudians have come to EXPECT a certain lifestyle – and will take no less
- Material greed and obsession with money results in weakness in all aspects of infrastructure
- There is a culture of greed
- Personal wealth creation is now more important than community values
- Money is valued over relationships
- Need to tackle corruption and want to money
- Bermuda's biggest challenge is the greed of some people

What should be done? Suggestions/Solutions

Change attitude to long-term thinking

- Need progressive thinking instead of old school resistance to change
- Need to change attitude that the island will take care of itself

- Need to think long-term good instead of short-term gain
- Need to tread lightly so that we don't mess things up too much for the next generations
- We must put Bermuda first. What will be in the best interest of the island long-term? Bermuda cannot be all things to all people and efforts must be made to "do the right thing", not simply gaining votes from one group or another
- Need to change attitudes – "I can do what I want regardless of how it affects others" (*also see Bermuda For All*)
- We need to get rid of the mentality that "more is better", i.e., bigger cars, building, homes, etc. (*also see Waste*)
- Change the close-mindedness and laziness of Bermudians
- We need a revolution of thinking against doing business as usual, against living like we are now, against a selfish approach to life.
- Change attitudes towards morals in our society
- Need an installation of moral values
- Must change our attitudes and priorities towards work, visitors and raising rather than lowering standards for acceptable social behaviours
- There needed to be an attitude change. Bermudians need to understand the limitations of living on an island and be educated to adapt to a position without destroying the island's fabric
- Restore values and respect to remove violence
- Change the mindset of young black males from crime and anti-social behaviour to one of becoming a productive member of society (*also see Youth, Anti-social Behaviour*)
- Need a societal change in heart
- We need to start focusing on family values and focus on return to God (*also see Religion*)

Continue to educate (*also see Education, Youth, General Comments*)

- Educate Bermuda that we are at a turning point in the island's history. Make Bermuda reform a priority of Government and everyone else will follow.
- Keep providing ongoing user-friendly info re the perils outlined in the sustainable development brochure
- Use creative ways to educate. Experiential education
- need to teach stress education to our young

Promote balance

- It is all about balance. Have to balance the wanting of wealth that international financing and tourism bring and need to ensure Bermudians can afford to and desire to live here
- Teach moderation in everything
- Promote healthy lifestyle, and life choices (*also see Healthcare*)
- Adopted more balanced lifestyle expectations
- Make sure all factors are taken into account in the decision-making process

Anti-social Behaviour

Also see the following sections: Education, Youth, Economic Opportunity, Social Support Services, Housing, Bermuda For All, Religion, Changing the Way We Think, Population

Issues/Concerns/Perceptions

Changing Problem

- There is a reinforcing loop of anti-social behaviour
- Social issues are now producing more social issues
- Crime violence and feelings of worthlessness are all connected
- Anger and frustration reinforce each other
- Crime is starting to become part of the culture
- There are different influence factors today with the bombardment media and advertising in all aspects of life

Anti-social behaviour/quality of life/economy (*also see Economy, International Business, Tourism*)

- Without a secure community all other goals are hard to achieve
- More than anything the me first, to heck with everyone else behaviour and lack of ability is affecting Bermudian quality of life
- Our homes are being broken into
- We are prisoners in our own island home we can not move and engage in legal activities without the criminal influence being ever present. We have invested too much in this country to receive this treatment
- There are concerns for personal safety
- People in general feel unsafe in Bermuda at this time, this needs to be addressed
- In the past many international companies came here because crime was slight– this is no longer true
- Tourist and guest workers are not going to want to come to an island where they feel their safety is threatened

Prioritisation of social issues (*also see Social Support Services*)

- Currently Bermuda values the needs and desires of the international business community before the needs of its own people; thus the rise in anti-social behaviour
- Social issues are not dealt with in a timely manner
- Forget fast ferries and put the resources into sorting out young men and teenage mothers

Specifics concerns and issues regarding anti-social behaviour:

- Foul language is a problem
- Social unrest is a problem
- Escalating violence needs to be addressed
- Crime levels are a problem

- Drugs are a concern
- Gangs are a problem
- Lawlessness needs to be tackled
- Teen drug use is an issue
- Losing our young men to drugs
- Drug and alcohol addiction need to be tackled
- Anti-social behaviour of youth, especially young black males, needs to be addressed
- Youth on youth violence is of concern
- There is a drug problem which causes most of the crimes to be committed
- Need to address both violent and petty crime

Youth anti-social behaviour *(also see Youth)*

- Youth violence
- The youth are out of control. They feel as if they are not accountable for their actions
- There is a lack of moral strength with the younger generation. Plenty of lying and stealing

Young black males *(also see Youth, Race Relations, Economic Opportunity)*

- We are not meeting the needs of young black males
- Loss of talent among young black males due to anti-social behaviour – lacking in education and skills to compete in job market
- There is an issue of the anti-social behaviour of all residents towards our black males adults – especially among our black females

Social exclusion *(also see Economic Opportunity, Youth, Cost of Living)*

- Many youth don't feel like they belong. Bermuda doesn't and won't ever belong to them
- Disenfranchised create their own culture and turn to selling drugs
- If people feel that there is one chance of obtaining a piece of the rock, then there is bound to be anti-social behaviour and an apathetic attitude
- Gangs are becoming the support system. The only place people feel valued
- The huge cost of living is the main reason for anti-social behaviour. If you aren't able to get a job or a good paying job, you can't afford the high rents. Then a feeling of hopelessness sets in – hence the violence both at home and on the streets
- Bermudians are increasingly alienated from the economic successful sphere in Bermuda because of lack of education. This leads to crime and violence

Quality of education *(also see Education)*

- Anti-social behaviour is linked to the quality of education and our ability to make it relevant
- Young male Bermudians lack education and cannot make themselves understood except by their peers
- I believe that lack of training and education leads to lack of direction and a path to nowhere
- Uneducated people often resort to crime as a means of survival

Social unrest

- Union officials believe that if things do not improve Bermuda will be faced with social unrest in the near future
- There is a high rate of violence. High levels of violence are starting to be accepted as a way of life
- If we don't address our problems there is going to be mass social unrest

Personal choice

- Stop finding excuses for anti-social behaviour. Failure or success are personal choices
- There are self destructive attitudes

Family (for more see section on family)

- Parents are failing in their duties. Therefore youth act out. What can be done about it?
- Families are hurting each other and this is hurting the whole community
- Single parent households are of a bit of concern to many

Violent crime

- How are guns getting into the island?
- Violent crime is increasing

Effective punishment

- Why is it that 94% male, 92% black incarcerated? What are we doing wrong?
- Reduce recidivism
- Not enough emphasis on rehabilitation
- Must do something to show criminals that they don't have the upper hand
- Stop murderers walking freely among us
- Bermuda has come to be known as a place you can (literally) get away with murder
- The island will fail if we don't get tough with criminals
- Make punishment a deterrent – not just a consequence, giving longer prison terms does not appear to be very effective
- Bermuda cannot allow herself to be perceived by the outside world as unable to face up to its responsibility of enforcing the law

Quality of Police Force

- Standards of requirements to join police force have dropped considerably. Police from overseas have more experience dealing with the type of crime we are seeing in Bermuda today
- The Bermuda Police service seems to be corrupt

Drugs

- Drug importation is not controlled enough

- Hard drugs are being imported too easily
- Drug areas in Somerset are a problem
- Concern that defining certain drugs as illegal only makes the problem worse
- All substance abuse needs to be addressed
- Drugs result in crime and gang culture
- There is a lack of will of both parties to really crack down on drugs
- To affect change have to take steps at all levels. There are people in high places financing drugs

Other (*also see Population*)

- Overcrowding is leading to tensions and anti-social behaviour

What should be done? Suggestions/Solutions

Youth anti-social behaviour: (*also see Youth, Family and Parenting, Education*)

- Encourage youth accountability
- Keep youth busy with positive activities
- Provide youth with role models and positive guidance
- Strong parental guidance
- Educate youth so they have the skills they need
- Limit negative influences on youth
- Empower youth to feel part of community

Encourage positive behaviour

- People need more community activities (sports) and better training
- Encourage the learning opportunities (especially for young black men-) to gain experience overseas, (esp. with EU passport)
- Invest more time and money in promoting social and sporting activities. This can be done using existing organisations and clubs
- Create more sports events at the national stadium and build a roller rink on the bases
- Get youth and the rest of the community involved in community service

Positive guidance (*also see Family, Youth, Religion, Elderly, Social Support System*)

- Need individual mentoring
- Have "socially successful" men in Bermuda mentor boys as to what it means to conduct themselves as a man with good social character is today's world
- Peer mentoring is a healthful tool that can be used
- Increase parent education on healthy parenting
- Need to include those people who have "walked the walk" (involve in the rehab programmes) and more support to those organisations who have a hand on approach i.e., Salvation Army Harbourlight and Focus

- The church has to step up and reach out to our young people. Street minority should be advocating
- Encourage elders to share knowledge
- Have a subject in school about economic diversity and promoting positive thinking– How do I fit into Bermuda's success
- Encourage and mentor youth to take advantage of learning opportunities (especially for young black men –) so that they can gain experience overseas, (esp. with EU passport)

Empowerment *(also see Youth, Education, Bermuda For All, Race Relations)*

- All people need to feel valued and take pride in their skills and accomplishments
- Need to empower people (especially black people) otherwise people take other measures to cope with survival
- Black men in particular need to have instilled in them a sense of self worth at an early age
- Encourage programmes that develop self worth and confidence in children– especially "at risk" children so they have inner strength to resist harmful substances

Education *(also see Education)*

- Educate young men so that they do not end up in prison because of the frustrations associated with not being able to read/write
- Open a dorm style reform school
- Need better education and training in social skills

Improve the quality and delivery of social support systems *(also see Social Support Systems)*

- Need a hostel for youth where they can come to get away from their house
- Need adequately structured and funded programmes to support those convicted in court. Particularly substance abuse
- Have improved/ more counselling – support services
- Send those that need it to be examined and get help for the behaviour

Change mindsets *(also see Changing Our Thinking)*

- Restore values and respect to remove violence
- Change the mindset of young black males from crime and anti-social behaviour to one of becoming a productive member of society
- Need a societal change in heart
- We need to start focusing on family values and focus on return to God

Bring Bermudians together *(also see Race, Bermuda for All, Economic Opportunity, Mutual Respect)*

- Encourage black females to support black males – we were create to complement one another– not compete
- We need to come together as Bermudians, not black, not white, but Bermudians

Address housing (*also see Housing*)

- Provide decent affordable housing. Many do not have enough space for privacy. This causes tensions within the family that can lead to anti-social behaviours
- Need to address additional stress caused by housing situation which is contributing to the anti-social behaviour

Look into different forms of punishment (*also see Prison suggestions below*)

- Have the punishment fit the crime. When graffiti artists are caught have them do the cleanup and repaint. Fine litterers and give them trash bags to clean up our roads, etc.
- Need boot camp. Community service punishment
- Change part of the army into a boot camp for young offenders
- Take gang members, charter an old ship, put them on it and send them out to sea. (Lock engine house and wheel room) survivors after a year can come back
- Regiment training camp for youth 20 and under that go to court
- People should be made to clean out the bushes and trash and the bottles they leave sitting on the wall
- Need strong penalties for abuse of visitors, women, seniors, children
- 3 in 3 out – cut ass
- Bring back corporal punishment
- Longer time in jail
- Have tougher sentences
- Bermuda needs tougher laws that will see criminals pay for the crimes they commit and also work hard labour as punishment
- Bring in JDF soldiers with shoot to kill orders

Crime legislation (*also see Judiciary*)

- Need stricter weapon possession laws

Improve law enforcement

- Need strong law enforcement
- Bring in experienced trained law enforcement
- Regular police busts not now and again. And continued police patrol in Hamilton
- The law should be applied and enforced equally for all
- Should increase the police presence in Hamilton and St. George's
- Have a more visible police presence/"beat" patrols
- Invest in CCTV for monitoring of criminal behaviour and dangerous driving problem areas
- Start a group of residents called guardian angels. Those in martial arts could form a group to monitor violence in Hamilton and could be authorised by police to make arrests
- Police need to be on bikes in outlying areas

Improve Police Force

- Enhance police force and judiciary to combat ALL types of crime
- More police – preferably non-Bermudian, thereby reducing familiarity
- Police force needs administrative streamlining to help it get more cops out and about
- Have a better trained police department. That is strategic in its approach as opposed to being reactive
- Employ more well trained officers
- Improve/ expand police prevention and enforcement
- More funding for police services
- Turn police "service" back into police "force"
- Need to empower the police commissioner
- Bring in a tough highly qualified commissioner from overseas

Increase community commitment to crime prevention

- Enhance neighbourhood watch programmes
- Strong emphasis on community policing

Crime prevention through environmental design (*also see Land Use and Planning*)

- Need better lighting in my area
- When designing take into account proven techniques which are known to discourage crime

Judicial system (*also see Judiciary*)

- Do away with the jury system, have a panel of judges instead
- Make sure that criminals get convicted
- Enact comprehensive and strict corruption legislation. Hire more and better judges, prosecutors
- Need stronger witness protection
- Need better prosecutors, improve the whole justice system and have a better department for crown prosecutors

Address drugs and drug dealers

- Punishment alone will not solve this problem. Needs to be combined with education, firm consequences, and increased family education and support.
- Need to investigate and further understand who is doing what drugs, why, and what the impacts of that drug use on greater society. Decisions should then be made on that basis
- Need to look at how you address alcohol
- Deal sensibly with the drugs and alcohol issue. Legalise and control marijuana as per alcohol and crack down on drinking and driving and drugs and driving.) Also really crack down on hard drugs
- Need in-house drug rehab
- Send overseas for drug rehabilitation

- Need to police areas where young men sell and deal openly
- Limit the drugs for sale by catching the "big guys"
- To catch dealers – institute a 1% community tax on any money received by whatever means. The fine for evasion is 100 times the true tax. Enact this law solely to provide a means of securing conviction on "unemployed" young men driving \$50K BMWs with \$10K of gold around their necks.
- Should have the death penalty for selling drugs
- Confiscate all assets
- Just catch them
- Need an effective NDC – non political
- Needs to be a true partnership approach. The police and the public need a couple brainstorming meetings to determine how to tackle drugs
- Better enforcement at the borders is needed to stop drugs entering the country
- Tackle people in high places that finance drugs
- Everyone coming into Bermuda via ship, yacht, or airplane should be thoroughly searched – there should be no favouritism and there should probably be more staff
- Post Office needs a security force that has the latest equipment and sniffer dogs, etc.
- Provide police with full resources to ruthlessly enforce laws and have Government exhibit the will to act without impunity – or if not give up and legalise all drugs to reduce the street value

Drug education (*also see Education*)

- Make part of school curriculum
- Support groups are a good addition to intermediate and high school counselling programmes
- Educate early and often. "Second Steps" is a good violence prevention programme
- Drug prevention and treatment should be taught in schools from first grade

Implement zero tolerance

- Zero tolerance. WE do not enforce the little things. Minor traffic offences, etc. This breeds an environment that says authority and rules don't matter. WRONG. This is a basis of a courteous society
- Need zero tolerance society
- Follow Rudolph Giuliani's New York zero tolerance policy of no petty crime, no graffiti – no bad behaviour
- Zero tolerance– have a fine for littering, swearing, loitering, etc.
- All crimes, including speeding offences need to be addressed – helps to prevent major crimes
- The police should under Government legislation apply the law to its utmost. Also the Crown prosecution services need control and direction. Need to show the thugs that they will not get away with violence
- Serious jail time for weapons offences

Utilise global best practice

- I don't care if it takes every armchair psychiatrist in America. Get Dr. Phil, Oprah, Murray et al, and let's get down to what really going on
- Use foreign expertise to tackle gangs head on
- Look at outside best practice
- Need to arrange outside help to get rid of the drug epidemic
- Look at programmes used in other countries to see what we can adopt
- If Singapore can do it so can we. A tough but fair system is needed

Prison suggestions:

Make prison a learning opportunity

- Give anyone in Casemates a full education. Work with each one. So that they can get a school certificate – and can get a job when get out of prison
- Have a mandatory education and training of prisoners – tied not parole/ probation
- Make prison a "school for attitude change" – work and learn to live sensibly
- In prison have work in the morning and teaching in the afternoon
- Have a programme to learn a trade in prison
- Make individuals do more community work
- Have no incarceration – have a work monitored programme paying for offences
- Need better psych services at Westgate

Make prison more harsh

- Make prison more of a punishment than a holiday camp (might be perception) – a place people don't want to go back to
- Work more systematically at rehabilitation. Enforce tougher sentences. Make the prisoners earn their keep. If they don't work they should not be fed. Even in a hotel you have to pay
- Make prison a punishment instead of a rite of passage
- Stop making prison so enjoyable
- Prisoners should do hard labour, be provided with the basic needs, but have no luxuries
- Make prisoners productive. Have them cut hedges, clear sides of roads
- There should be no parole
- Sniffer dogs in prison

Overseas prisons

- Consider sending prisoners to overseas prisons – cost 50% of Bermuda
- Consider sentences to be carried out in overseas locations in the hope of fewer re-offenders
- Empty the prisons of all non-Bermudians – send them home

Enhance follow-up programmes to discourage recidivism

- Have follow-up and continued support of released inmates so we do not have re-offenders. Schemes and programmes are in place but encourage and required attendance is vital
- Put more planning into after release programmes; halfway house, job opportunities, on release if needed Government jobs, trash collection, construction
- Pass laws that prosecute AND rehabilitate

Suggestions for Casemates

- Re open Casemates for criminals committing hideous crimes
- Open up Casemates – hard labour
- Use existing prisoners to start to clean up Westgate
- Use Casemates prison for long-termers

General

- Break the cycle
- Those who cannot be law abiding will create and pull down an even larger number of the next generation. Therefore need to incarcerate them
- A study to look at the issues affecting Bermuda's young black men – 94% male, 92% black incarcerated

A Bermuda For All...

See also the following sections: Anti-social Behaviour, Youth, Elderly, Social Support, Religion, Education, Family, Race, Bermudian/Non-Bermudian Mutual Respect, Housing, Workforce, Economic Opportunity

Issues/Perceptions/Concerns

General comments

- We as a country seem helpless to stop a system that is determined to control our people and our economy. The chaos that is being experienced will see civil rights removed slowly but surely
- Bermudians are the ones with the most to gain from sustainable development

Fragmented society (*also see Bermudian/Non-Bermudian Mutual Respect, Race Relations, Economic Opportunities*)

- Non-Bermudians do not readily mix with Bermudians and this can be seen in the make up of the sporting teams and clubs
- Lack of respect for each other
- We need to recognise that we all need each other. No one is better than another. We have become a prosperous and arrogant society. Think back
- Need to move from an individualistic society to a community based one

Lack of partnership

- We all bicker instead of saying what can I do to ensure a better Bermuda
- Government, the private sector, and charities don't work well together
- In Bermuda there is a lot of distrust. This stops people working together

Women's rights (*also see Economic Opportunities*)

- Sexism is an issue. There is still a glass ceiling for females
- Maternity benefits are an issue
- Women struggle to be super mom – and work two jobs to put food on the table

Human rights

- The gay population currently receives no protection under the human rights act and faces an extreme amount of discrimination

Bermuda not for Bermudians (*also see Bermudian/Non-Bermudian Mutual Respect*)

- Foreigners own too much of Bermuda
- Should discontinue building and selling condos to non-Bermudians
- Non-Bermudians own too much of Bermuda

What should be done? Suggestions/Solutions

Bermuda For All Bermudians

- Bermuda needs to find a way to help all of its people. Not just a few
- Need to create a more inclusive society where everyone feels part of our economic success and expats are welcomed
- Bermuda needs to address the issue of social exclusion
- Need a Bermuda that Bermudian youth want to be part of. Need to address the issue of an upcoming generation of young people who feel that they cannot succeed
- Race commission needs to look at every race
- Need to stop treating each other as second class citizens. The rights of a large percentage of Bermudians should be acknowledged
- Social exclusion needs to be addressed or more problems are going to arise
- Protect a way of life that allows dignity to all
- Less pampering to the wealthy. Ups prices of everything and drives tourism away

Human rights – equality for all

- Protect and safeguard privacy
- Human rights needs more teeth
- Need to protect personal freedom and equity
- Freedom of speech for all
- Need to protect rights of the individual, including permanent non-Bermudian residents
- Address gay rights
- Protect civic rights

Women's rights

- Improve maternity leave – 3 months is not long enough. Additionally jobs should be protected
- Work/life balance is an issue that needs to be addressed

Promote Accessibility for all

- Bermuda needs to pass law that would make every building or development wheelchair friendly

Celebrate diversity and promote partnership (for more see section on Bermudian/Non-Bermudian Mutual Respect)

- In encouraging cultural diversity and acceptance – use fundraisers to educate – Bermudians love a party
- Need to stop the fighting and bickering over useless issues
- Work together
- Need to educate people on the possible effects of not working together
- Need to change the ways we view each other
- Participation of civil society– get ALL people involved with Government. And other institutions in Bermuda such as clubs, churches, organisations such as KBB.
- Promote more interaction between the races
- Enhance, promote, and support local entertainment

Action by all

- Everyone needs to work to make Bermuda a better place
- I LOVE BERMUDA. I want to do my part
- We all need to be aware of how the way we live our lives impacts others and the environment

Community space

- Need places all members of the community can afford to go, and can enjoy themselves with friends and family and meet new people
- Recreational centres– privately develop – miniature golf, go kart racing, art colony, running, horseback riding
- Pedestrianise Hamilton and St. George's
- Good free social activities for families
- We don't seem to use the sports centre we have to the fullest extent. Indoor pools, how about a roller rink, or a track– nice things around the island like YMCAs parish wide
- Create an amusement park for children and adults – can be contracted out with high levels of security. Can utilise golf course, or part of the base lands

Remember religious lessons

- Jesus is coming soon, wouldn't it be nice for us all to love not hate and help one another

- Our creator is quoted as saying he was created us as tribes and nations not for us to despise and reject each other but to get to know and respect one another

Education

Other further information see the following sections: Anti-social Behaviour, Youth, Family, Bermuda's Workforce, Economic Opportunity, Economic Diversity

Issues/Perceptions/Concerns

General comments:

- Our children are the future of Bermuda. We must provide them with the best education possible
- Need to continuously nurture the minds of our people
- Need education to keep harmony in the community
- Realise that all citizens are not born with the same abilities to achieve and equally value talents of each individual
- There needs to be true accountability which cannot begin to occur if the real problems being faced by students are not even acknowledged
- Long-term growth depends on educated people
- Traditional methods of education are proven successful. Equal education = equal opportunities
- Better long-term education, both academic and vocational is needed
- Principles and Ministers who push the public education system and did not or would not send their own kids to public school do not engender a great deal of trust in the public school system for the public

Access to educational opportunities

- Quality of education you receive is influenced by the amount of money you have. This isn't fair and leads to a socially divided community
- Private schools are too expensive. Public education doesn't provide the same quality of education.
- Private schools are still only available for middle upper class. Our public school system overall maintains poor standards. We have been failing the young people for many decades
- There is one system for the rich and one system for the poor. Public schools have become "ghettoised"
- University degrees are now essential – but overseas education is very expensive

Education and social stratification

- Barely 50% are graduating from public schools, which widens the gap between haves and have-nots and fosters anti-social behaviours and feeling of animosity towards work permit holder/ non-Bermudians "perceived" to be taking away jobs from locals

- The education system is far too elitist
- Failure rate – particularly for black males is abysmal
- Prospects for the future are dismal without ALL young people well educated
- Education has so much potential to building bridges in our society – to create understanding and awareness

School system

- What was wrong with the school system when we had nine high schools? How have we benefited from having middle school?
- The school system currently wastes talent and potential
- The smaller schools were more controllable
- The ideology of two mega schools is a failure
- Accept the fact that some of Bermuda's school are equivalent to "inner-city" schools in the USA and UK

Department of Education

- Education for Bermudians – the present Minister is cheap with funding assistance
- The money is there. Around \$17,000 per child – there should be results
- Too many people in the Department of Education are doing nothing

Teachers

- Need better qualified and more motivated teachers
- Teachers need to be held accountable for success of children
- Teachers are run down
- Teachers spend too much time dealing with behaviour issues and not enough time teaching

Attitude of Bermuda's youth and education *(also see Youth)*

- Many youth are doing positive things in the community and want to learn
- Youth don't seem to take education seriously
- There are smart wonderful children who want to learn. However time is spent disciplining the few trouble makers
- Children are not motivated to learn in school
- Need to educate and improve their speech so that they can communicate without using obscenities
- Sixteen is a critical milestone year for education. Much of the anti-social behaviour and education failure derives or correlates to getting a moped at 16 for all sorts of reasons

Parental involvement and education *(also see Family, Youth)*

- It starts in the home
- More family education is needed

- Parents aren't as involved in education as they should be
- Bermudians must be taught to appreciate the value of education as it is the path to a future of our children
- Parents need to be working together with the school for the success of their child
- The family unit is compromised so severely that it is no longer realistic to think that all parents can raise children successfully. Whether the reasons are financial or drug related the fact is that too many of our children are being allowed to slip through the cracks. This is why education is so important
- Unfortunately as much as we'd like parents to take the lead, it will inevitably be up to Government's educational system to provide that support the self motivated to succeed

Public school system

- The public school is struggling to adapt to support and deal with the challenges youth face today
- There lack of support in public schools
- Improve education in our public schools. Our graduation rate is atrocious
- Some public school teachers can't even spell
- Recent graduation statistics clearly show the public system is failing with tragic consequences, disrespect, violence, inability to communicate are among the outcomes
- The fact that over 50% of Bermuda's public school students failed to graduate in 2005 is completely unacceptable
- Government isn't honest as to how the education system is failing our children
- The press only focuses on the bad stories. There are many success stories every day – and lots of good initiatives going on

Quality of education (*For more information see Bermuda's Workforce, Youth*)

- The quality of education you receive is always influenced by the amount of effort you put in
- Many children are achieving good results – coming out of both the public and private system
- There is a problem when young people cannot read and write. Many cannot fill out an employment form
- Our children's speech is horrible
- Goal of education seems to be a certificate. What we need is literate, articulate, young Bermudians

Perceptions vs. fact

- Bermudians have a total unawareness of what truly goes on in Bermuda
- Need to educate adults of Bermuda so that the rumour mill doesn't take over from reality
- There is an under-utilisation and under-education of the populace

The Bermudian workforce and education (*for more information see Bermudian workforce*)

- The link between what the education system and the workforce is weak in Bermuda. This cannot continue especially in on a island this size
- Youth obtain degrees they cannot use on the island
- Students should be aware of their business aims and job potential all through their academic life
- Education in Bermuda is not relevant to the job needs in Bermuda
- The public education system is clearly not providing Bermuda's youth with the business oriented markets
- Better education will help to benefit the economy
- Having well trained Bermudians who are earning a good wage will help to eliminate a lot of our current troubles
- Badly educated children are leaving school unable to contribute to Bermuda's thriving business in place in a meaningful way (i.e., senior positions)
- Too many students are leaving school without the proper tools
- Students shouldn't graduate without the skills they need to get a job or into college

Technical skill training (*For more information see Bermudian workforce*)

- Why do you need a GED for dishwashing and other manual jobs?
- Technical skills and training are lacking
- What happened to woodwork, sewing and a greater emphasis on sports. Not everyone is academically inclined
- Better vocational training is needed
- All children aren't valued equally – professions aren't valued equally. We need people to do jobs whether they are a doctor or a plumber. Develop talents and interests – regardless of that leads them to becoming a doctor or a plumber

Poor education leads to other problems (*also see Bermudian/Non-Bermudian Mutual Respect, Anti-social Behaviour, Economic Opportunity, Race Relations, Waste*)

- Tension between Bermudians and non-Bermudians
- Anti-social behaviour, including drugs, crime and violence
- Decreased employment opportunities
- Good education = decreased ignorance, decreased racism, materialism
- Education is not a panacea to all social and environmental problems, but it is the foundation for solving those problems, and for having a citizenry that is totally engaged in the island's destiny
- If the standard and type of education is improved to attract most students to exist at what they are good at then many other problems disappear.

What should be done? Suggestions/Solutions

General

- We should make education our number one investment
- There should be a thorough analysis conducted on whether or not Bermuda has the best education system that it can have. If it doesn't have the best system, then there should be a complete assessment of where adults are failing our children, and more importantly WHY we are failing in those areas
- Need a long-term educational strategy so a Bermudian education will provide opportunities not only in Bermuda but worldwide

Promote equality of educational opportunities

- If the statistics show more white children in private schools why not open up another private school in St George's with free places in each class for black Bermudians
- Need to focus on the education for Bermudians – paying special attention to black young men
- Continue to make education opportunities available to those who feel disenfranchised
- Continue to make getting a further education affordable to the lower income segments of society
- Increase graduation rates and provide assistance to get a 2nd degree. We say they are disadvantaged but they are not doing anything and neither are we
- Need education especially for those with hearing disabilities
- Need equality of education
- Close the gap between Government and private schools. Raise standards of Government schools, include private school in Government programmes
- Set up private sector/ Government scholarships for impoverished students to attend private schools also better education will make opportunities more equal across the board
- Promote more scholarship opportunities for those in need

Improve the education system: Learn from best practice

- Establish a new model for education based on recognised and proven success
- Consult with acknowledge world experts to get the system into the 21st century
- Bring in talented expats to manage public schools and setup teaching system
- Bermuda needs to re-evaluate and develop a new education system

Change structure of school system

- Go back to smaller more intimate schools
- Go back to smaller high schools. Every parent in public schools does not want their children to attend a mega school
- Promote smaller schools with better training
- Abolish current system – return to old system – where students with different academic abilities can learn
- Should have an international school where expatriate worker families subsidise places for Bermudian children

- Have more teachers and less administrators
- Have more control at individual schools to make decisions
- Each year change a number of schools to reflect the Warwick Academy model
- Have schools controlled by parishes

Improve the public school system

- There is no silver bullet. A series of reinforcing actions are needed, both within the school system, and outside of the system to support Bermuda's youth
- First need to research why the existing Government system has such a poor success rate
- Have a Royal Commission or public inquiry into education with input from overseas experts
- Look at what the private schools are doing and assess if anything could be emulated in the Government education system
- Aim towards a school system that graduates 95% of its students annually, and prepares them to enter further academic studies or meaningful employment
- Improve public system to be on par with the private school system. Administrators and teachers in public schools should have their children in public schools and that may help improve the situation
- Create consistency in schools– public schools should be better than private schools
- Give public school more autonomy and hold them accountable to produce well educated children
- Make schools autonomous
- More teachers and less administrators
- Need accountability – to raise public trust in the public school system

Improve the Department of Education

- The Ministry of Education needs to be completely honest with itself and the public regarding the state of public education in Bermuda
- Replace the entire department of education with dedicated teachers willing to share their expertise
- Revamp the Ministry who do little and spend the money on good dedicated teachers
- Need to make education apolitical
- Have Management Services review the Department of Education
- Get rid of the current Department of Education officers
- Complete revamp of the education system. Place a bomb in Ministry of Education Headquarters

Change the structure in regard to public/ private schools

- Work towards abandoning private schools – and make vast improvements in public schools.
- Privatised or make the public education more accountable. Standards should be raised together with expectations
- Privatised the public schools and give all Bermudians educational credits

Improved partnership for education

- Establish an annual headmaster/mistress for public/private sector. Bring in an overseas moderator – (not chosen for political affiliation but for past record. Invite headmasters/headmistresses from the best schools to speak
- Need a Bermuda alliance for education. Government, private schools, teachers, parents, etc.

Rate Schools

- All schools on the island should be assessed on their academic, sporting and community involvement
- Increase competition and pride between schools to improve the standards

Create a supportive learning environment

- Need to make education fun and exciting
- Bring in experts to evaluate progress towards achievement of better methods of teaching and positive engagement with students
- Use alternative approaches to teaching – experiential education etc
- Give Bermudians more encouragement to do better and train for their own futures
- Create a safe environment where students are protected from bullying from student and staff
- Start early to give incentives to youth and parents to stay in school and do well. (Gift certificates, money, rewards and training within the private sector during school years)
- Have scholarships tied to academic performance to encourage students to do well
- An exchange programme for students and teachers with other schools in other countries. Students will benefit from seeing their world with different eyes
- Raise the age from getting a moped licence to at least 18 so that students remain focused on school

Teaching methods

- Participative teaching methods
- Schools should not be changing curriculum every year. How can curriculum be assessed if it is changed all of the time? If the curriculum has to be changed after one year how was it good enough to be used in the first place?
- But above all need to make it fun to learn
- Stop experimenting with teaching methods

Improve the quality of teachers

- Have teacher training on island
- Improve teaching standards
- Teachers need to be held accountable. Ongoing testing should be mandatory
- Ensure that teachers have the best qualifications

- Identify, reward and invest the best teachers. Get rid of the rest immediately
- Raise standards for teacher qualifications
- Need teacher assessments
- Find ways to attract better qualified and more motivated teachers
- Accept we may in the short-term need non-Bermudian teachers
- have no immigration control on any teachers at all
- Work permits for teachers should be 5 years. You cannot attract the best teachers on an annual work permit
- Bring in overseas teachers – need best teachers
- Get the best teachers money can buy
- Pay teachers on results
- Get rid of the attitude that being Bermudian is a qualification to teach and pay for performance
- Improve teacher benefits
- Pay teachers more
- Get a commitment from teachers that remains consistent over time to treat each child as their own
- Have teacher exchange. This would offer an exchange of ideas, inspiration and the uptake of the best teaching methods used all over the world
- Teachers need more decision making powers
- Give back teachers the control they need so that they majority of public school kids can receive a decent education
- Give teachers more ability to discipline

More support during and after school for students (*also see Youth, Cost of Living*)

- Guidance counsellors need to understand the importance of guiding young people in the country's needs
- More teachers– smaller classes
- Start a programme in our schools where persons could assist the teachers on a stipend basis
- Need to change attitudes towards education and work
- Parents are working very hard to make ends meet. Therefore have to work to 5. Need free, quality after school programmes available
- Need more assistants for struggling students
- Provide after school programmes for homework

Educate to address anti-social behaviour (*also see Anti-social Behaviour*)

- Educate young men so that they do not end up in prison because of the frustrations associated with not being able to read/ write.
- Segregate males in the education system – and give extra attention if needed
- Need to focus attention to stop losing youth in the early years of secondary education
- Open a dorm style reform school

- Lead class in the schools about respecting each other to improve anti-social behaviour
- Need better education and training in social skills

Increase family involvement in education *(for more information see section on family)*

- Gather a commitment from families to remain active in their child's school life
- Get parents involved
- Teach parents they have to be involved in their children's education
- Incorporate parental education in to the school system
- Need parent/ teacher/ student units as the ultimate team to ensure success
- Make parental involvement mandatory – educate parents on more scholastic involvement

Community involvement

- All businesses in both the private and public sectors need to do more to encourage and train young entry level applicants
- Joint venture between Government and private sector to develop programmes (e.g. scholarships) to encourage academic and civic excellence
- Encourage families, business and churches all to take an interest
- Use the business community to assist in raising the level of skills among Bermudians. On a voluntary basis business might allocate a % of profit to raise Bermudians to become professionals, accountants, pharmacists etc. and employ some of these on a 3 or 6 month residency to learn on the job.

Set standards and expectations and hold youth to them

- Students must pass grade level, do not push on to next grade.
- Proper grammar must be mandatory for graduation
- Don't be afraid to FAIL students if they haven't achieved standards.
- Don't pass kids who do not meet requirements
- Higher standards – need to demand more from students
- Raise passing grade
- Stop being afraid to challenge our kids academically
- Strengthen and update the curriculum
- Improve literacy rates
- Increasing pass rate for BSSC in public school

Look into and address standardised testing

- Discontinue Terra Nova testing
- Continue Terra Nova
- Restore standards which motivate students to succeed.
- Need to be using international standards – if competing with the world
- Set educational standards
- Scrap Bermuda specific exams. They are open to political manipulations although a good idea.

- Put G.E.D programme back into our school programme and activities

Ensure student discipline

- Need an acceptable form of real discipline for students
- Clean out disruptive pupils (send them to Warwick Camp)
- Bring discipline back in the schools

Promote a well rounded education

- Need compulsory community service for all 16 –18 year olds
- Have exchange students and courses with other universities and colleges in other countries
- Academic students educated off island from 16 yrs.
- Promote programmes by which Bermudians gain work experience overseas for a period of time
- Have heritage clubs and encourage interaction between them
- Teach work ethics
- Teach moderation in everything
- Broaden the minds of our children so that they want to learn more about other cultures and societies so that we can ensure that future generations will appreciate our island home and will be equipped to preserve and steer Bermuda a positive direction.

What to teach . . . (also see *Anti-social Behaviour*)

- Teach the basics
- Include more sustainability issues in the school curriculum
- Need to develop a course on sustainable development in schools
- Bermuda College should offer classes in the computer industry
- Need to train young people in science and engineering
- Social responsibility has to be part of our education and should be overseen and mandated by our Government
- Offer free literacy classes especially to adults
- More emphasis on excellence in preschooling
- More science classes
- Diversification of industry education of Bermudians both scholastic and environmental issues
- We need to get back to the basics. Since when is dance a MAJOR subject? Why isn't math being taught all year long?
- put the Bible back in schools
- Ensure that a first class syllabus for design and technology skills is implemented in all schools.
- Let teachers teach accountability
- Drugs education

Improve local higher education and access to overseas higher education

- Open a university-level establishment – will help improve the local public schools.
- Need high quality affordable local education to university level – only way to supply local industry with qualified employees
- Have Bermuda college offer courses to help achieve a BA or a B.Sc and B.Mgmt.
- Ensure youth go to quality universities
- Need local university

Enhance and value skills of all individuals – need skill persons in all areas

- Open a tech school with training for artisans and labourers
- Provide more vocational training
- Have technical college that builds students into own business over 4 years
- Encourage education in the trades and agriculture
- Non academic students apprentice college – 4 years – with practical for one year
- Creative and worthy trade programme
- Encourage apprenticeship programmes starting for all kids at 12 – 14 yrs old, e.g. hotel managers, culinary arts. Trades, entrepreneurial skills etc
- Reconstitute the technical school
- Include applied and trade options in education
- Proper differential education for each child. Not everyone needs to go to college
- General encouragement for students regarding their individual ability

Strengthen the link between education and the workforce (*also see Workforce*)

- Encourage and assist Bermudians to attain high levels of education and ensure job placement on their return
- Promote role models in corporate environment
- Train Bermudians to do more upper management/ executive jobs
- Need to make sure graduates have some direction to head in. Apprenticeship programmes, internships, training
- Need high quality affordable local education to university level – only way to supply local industry with qualified employees
- students need to know where the jobs are and given scholarships to achieve
- Emphasise education in areas that lead to jobs in local economy, i.e., accounting/ tourism
- Have an on-line job bank for all jobs being offered.
- Residents returning from school need to be able to find suitable employment

Enhance culture of valuing education (*also see Changing Our Thinking*)

- The importance of lifelong learning needs to be communicated to the public

- Change in attitude
- Make students proud to go to CedarBridge just like a student is proud to go to Saltus
- Awareness campaigns need to be focused on youth
- Need to change the mindset, so that all talents of youth are values, and all occupations. All occupations are important to a community. Doctors and plumbers.
- Don't constantly put out so much negative material about education. It does not help or motivate children who are doing well and want to learn

Paying for education

- Foreign children should not have free education. The parents should have to pay for schooling. That will help Government collect more revenue
- Have a boarding school tax (if you can afford to send your child away, you can also afford to fix up the education system that exists here)
- Bring in more money by imposing tax on money wired overseas by expatriate workers. Have expats pay for public school education

Water

In Bermuda water is a valued resource. Water quantity and quality is impacted by and impacts upon many other issue. Also see the following sections: Waste, Sewage, Land Use and Planning, Climate Change, Cost of Living

Issues/Concerns/Perceptions

Water Quality

The water lenses are contaminated

- Must protect natural water lenses
- Water pollution is critical. We need another way to dispose of hospital waste
- When we destroy the health of our natural environment – we destroy our clean water supply

Water conservation

- Water is essential to life
- Need to conserve the use of water
- Protect from over-exploitation

Water collection

- Don't catch enough water
- Water catchments aren't in use and are in decline
- Water just runs off the road and is wasted
- Bermuda's fresh water supply is no longer sufficient to support water usage that exists today

Water costs

- Buying water is expensive. Water is an essential. You cannot live without it – but it costs the same no matter how much you earn

Water reliability

- Water availability – Government have too much power when it comes to something so essential
- Currently unreliable
- Climate change is likely to threaten our rainfall and water supply

What should be done? Suggestions/Solutions

Improve water quality

- The system of cess pits should be phased out as they are a potential (if not actual) pollution threat to the water lens
- Look for alternatives to chemical pesticides
- Residential and commercial buildings of the future should include sewage treatment facilities
- Test tank water more frequently
- We all just need to follow guidelines for proper tank maintenance

Take further measures to conserve water

- Use gray water systems
- Washing waters can be collected and used to water plants/ flush toilets etc
- Offer a rebate on water efficient toilets and washing machines (private and companies)
- At commercial car water wash, treat water after use and reuse
- Fix storage tanks
- Improve/encourage the conservation message (*Also see Changing Our Thinking, Education*)
- Make it mandatory all households should have water facets which turn off automatically (*also see Land Use and Planning*)
- Mandate water efficient toilets etc (*also see Land Use and Planning*)

Need to collect more water

- Clean up and maintain water catchments.
- Look into reverse osmosis
- Desalination plants
- Park a super tanker offshore and use it to store water. Put a reverse osmosis plant on it.
- Repair and maintain storage tanks that already exist

Improve access to water

- Move everyone onto a water mains
- Need far better back up storage for portage water
- Desalination plants, east, west, central

Agriculture and Farming

Agriculture and Farming is impacted by and impacts upon many other issues. Also see the following sections: Land Use and Planning, Loss of Culture, Economy, Health, Environment

Issues/Concerns/Perceptions

Agricultural land *(also see Environment, Land Use and Planning)*

- Arable land is being developed on and is disappearing

Food quality *(also see Healthcare)*

- Optimise agriculture – current food supply contains many synthetics

Food dependency *(also see Economy)*

- Bermuda relies too much on imports/ doesn't produce enough of its own food
- Increased levels of local food production will reduce the money needed to import goods
- Farming needs to be addressed, those farmers should not have to compete against imports to make profits
- Encourage use of agricultural land for local produce consumption

Agriculture and the people of Bermuda *(Also see Education, Loss of Culture, Changing Our Thinking)*

- Agriculture is part of the history and culture of the Bermudian People
- Young Bermudians do not understand the importance of growing their own food

What should be done? Suggestions/Solutions

Protect arable land *(also see Land Use and Planning, Environment)*

- Parks and open space must be protected and arable land must not be rezoned
- Enforce laws protecting arable land
- Keep arable land arable
- NO selling of farmland for building

Promote the growing of local produce

- Subsidise farming
- Need to support agriculture and fresh food production

Increase the amount/variety and quality of produce produced on the island

- Encourage organic agriculture
- Regulate pesticides and herbicides used by local farmers
- Bermuda must also look to fish farming, beef and poultry.
- Have targets. Bermuda should at least be producing 1% of its food.

Increase education and public participation (*also see Loss of Culture, Education, Changing Our Thinking, Healthcare*)

- Educate public on benefits of growing and eating fresh produce
- Prisoners should also be made to help sustain the prison by farming and also tending to livestock
- promote backyard gardening
- Protect and teach youth of our farming culture

Climate Change

Climate Change is happening. It will impact upon many other issues. Also see the following sections: Land Use and Planning, Tourism, International Business, Marine Environment, Water

Comments/Issues/Perceptions

General

- Needs to be addressed for success in future
- What is the point in doing any of this if sea level is just going to rise

Sea level rise

- Sea level is rising in Bermuda

Coastal erosion

- Coastal erosion is an increasing concern

More severe storms

- Global warming is predicted to increase the amount of bad storms

Storm surge

- Storm surge is going to become more of a problem

Gulf Stream

- Gulf Stream may slow down – disrupting our temperate climate
- Carbon emissions are increasing

Negative economic impacts

- Global warming will influence the desire of both tourists and international business to want to come to Bermuda

What should be done? Suggestions/Solutions

Protect against erosion (*also see Marine Environment, Land Use and Planning*)

- Protect our shorelines with buffer zones.
- Focus on landscaping. Plant indigenous, stabilising plants and integrate them with the man made infrastructure
- Don't allow building close to the water

Reduce carbon emissions

- Determine a baseline – what are our carbon emissions
- Set targets, and each year aim to have less harmful emissions than the year before
- Decrease carbon emissions by developing more sustainable buildings – with energy efficient provisions

Population

Population is impacted by, and impacts upon, many other issues. All other sections are linked in some way

Issues/Concerns/Perceptions

General comments

- Over population – Bermuda is a microcosm of the world's problems. Everything that hits Bermuda will eventually affect the whole planet
- We may be able to sustain ourselves at the current level, but there is no more space for any more people.

Impacts of population

- Over-population in relation to the land mass (this is the root cause of many of the other problems)
- Over-population is a problem
- Crowded rat syndrome
- We are acting like rats in the proverbial cage. Just as an example there is now so much road rage.

What should be done? Suggestions/Solutions

Predict populations

- Accurate projects of future population must be done so that sensible decisions can be made

Set limit to the amount of people on island

- Agree a population level for residents/ workers/ visitors etc., based on impact on

resources and services

- Acceptable ceiling set and adhere to. Probably quite close with current level. Limit on foreign workers to ensure ceiling kept to
- Need to decide what our optimum population is or should be and then provide incentives to reach and maintain that number

Have less foreigners in Bermuda

- Expel all illegal immigrants
- Decrease number of expat workers
- Outsource jobs which Bermudians are not trained for
- Discourage people (workers) bring families to live. This is done to the Portuguese and black West Indians, but not to English, Canadians, Europeans
- Do not allow visiting workers with children
- Use short-term work permits
- Use local talent better
- Encourage hiring of expat couple so the 2 spots are filled in one family
- Look to educate Bermudians for top jobs
- Stop seeking more offshore companies and more hotels

Have less Bermudians in Bermuda

- Facilitate opportunities for Bermudians to relocate overseas
- Encourage educational opportunities in exchange for emigration to decrease population

Control population through birthrate

- Educate parents about the responsibility for having children regarding cost of upbringing and parental responsibility in caring. Time involved
- Educate children to wait till they have job skills before producing children
- Population control – this should be Government's main challenge. The illegitimacy in this country is one of the highest in the world. Let us get back to marriage and the family unit.
- Limit number of children per mother
- Focus on family planning
- Give cash awards to girls who defer childbirth until marriage or more than 21
- Termination of pregnancy should be an easier option for unwanted births
- Charge larger families over 2 children extra for utilising more public services
- Educate/ train young people re: cost to society of producing unwanted children
- Restrict families to two children
- Encourage family planning for youth
- Single women on social assistance should be stopped from having more than 2 children until they show stability
- need to limit the number of children to teenage and unwed mothers

Learn from international best practice

- Bring in the best experts on the planet for this problem

Sewage

Sewage is linked to many other issues. Also see the following section: Water, Waste, Marine Environment, Environment

Issues/Concerns/Perceptions

- Sewage pumped into the waters off South Shore appears to be having an adverse effect on many species. You can smell it from the beaches. Can't be good for human health
- Drainage of household waste, non-biodegradable elements going into the water lenses and Harrington Sound
- Raw sewage into the ocean – indicative of a third world country
- Sewage off of St. George's is a problem

What should be done? Suggestions/ Solutions

- Need a waste facility to reuse water
- Sewage disposal plant needs to be built to deal with sewage being pumped into the ocean
- Don't allow ships to dump in our waters
- Require high quality sewage treatment. Make raw sewage outfall illegal

Transportation

Transportation and transport are impacted by and impact upon many other issues. Also see the following sections: Land Use and Planning, International Business, Housing, Waste, Changing Our Thinking, Environment

Issues/Perceptions/Concerns

Congestion

- Too many vehicles
- Too much congestion
- Too much time wasted in traffic
- Owning and driving is seen as a rite instead of a privilege
- Many cars come into the city with only one person in them
- At present it is still more convenient to have a car
- Problem is with the schools – there is way less traffic when school is out
- Vehicles are a huge investment – drive to get your money's worth out of them
- Secondhand car market is destroying our island

- For every unit we add there is another car on the road – condo developments are the largest culprits
- More people should use the fast ferries

Public transportation

- Currently doesn't meet the needs of the public
- Disrespectful bus and ferry operators
- Fast ferries are too big – and dangerous
- No public transport for those who do shift work and finish at 12am
- Bus and taxi drivers are unfriendly
- The fast ferries really helping the traffic
- Public transport and taxi service need improvements

Roads/car size

- Vehicles are too big and too long
- Roads aren't big enough for big cars

Safety/driving quality

- Road rage
- Reckless dangerous driving
- Talking on a cell phone while driving cars/ buses
- Not stopping at crosswalks
- Roads dangerous for visitors who want to drive slowly
- Traffic fatalities need to be addressed
- Roads aren't safe for walkers/ cyclists
- Traffic patterns are an issue
- Double parking is a problem
- Price of gasoline
- No problem when children aren't in schools
- Causeway is vulnerable

Air pollution

- Too much pollution from vehicles
- Is an issue that needs to be looked at
- East Broadway is heavily polluted
- Carbon emissions are a problem
- There are many asthmatics in Bermuda – air pollution doesn't help

Noise pollution

- Noise pollution needs to be addressed

- Some owners change mufflers for inspection to avoid regulations
- Police sirens are unnecessary at 3am

Parking

- Parking in Hamilton is a problem

Other

- Huge gas stations are unnecessary

Suggested solutions

Limit those who can drive

- Increase the age for a person to obtain a drivers licence (ages suggested, 20, 21, 25)
- Single people under the age of 25 should not be allowed to own their own car
- Raise motorcycle ownership to 18. (Keep students on public transport)
- No cars for any single people. Children or not. Unless for medical reasons
- Cars only for families
- Do not let expats have cars until they have worked here for one year
- Single expatriate workers should only be allowed to own a bike
- All contract workers should not be allowed to drive cars
- Anyone working three years or less in Bermuda should only be allowed a bike or public transport

Discourage purchase of new vehicles, and use of existing vehicles

- Compensate people for not driving
- Restrict importation of vehicles through much higher import tax
- Make cost of private vehicle licensing bases on a sliding incremental scale of mileage (need tamper-proof odometers)
- Make people pay cash for cars
- Give people with older cars tax breaks
- Make it even more expensive to use cars – cheaper to use bikes
- A ten-year-old car should not cost the same licence fee as a brand new one. Many TCD fees exceed the worth of the auto
- Change ability to be able to own another car after 1 year – should only be able to sell new car after 5 years

Make driving a car less convenient

- Decrease parking for cars and increase it for bikes – in Hamilton
- Charge greater licensing fees

Make more walking and cycling friendly

- First make Hamilton more cycling friendly – spread island-wide from there

- Make more roads one way and add more sidewalks
- Slowly add sidewalks to all streets
- Increase commuter recreation areas with path system over the entire island
- Better use the railway trails/ tribe roads to encourage use for cycling/ walking transport into town

Personal actions *(also see Changing Our Thinking)*

- Car pool
- Change habits/ reliance on cars
- Decrease personal reliance on cars

Change traffic patterns/large scale *(also see Land Use and Planning)*

- Move schools
- Redirect traffic by digging a Chunnel from the west end to Pembroke
- Develop alternative centres to Hamilton, i.e., base lands, Dockyard, Morgan's Point
- Decentralise shopping
- Do studies to determine whether elevated roadways could be effectively used and could distribute traffic better
- Examine traffic control in Hamilton
- Have a car ferry from Dockyard to Spanish Point
- Better roads into the city
- Unload containers at Dockyard. Barge goods to varying places with road access
- Leave the Causeway and build a new bridge where the old railway bridge was
- Access to airport – need alternative to Causeway

Change timing of vehicles on roads

- Encourage flexi-time
- Time limit on cars – e.g., only allowed to drive 2 hours a day
- Alternate weeks that certain cars are allowed to be on the roads
- Limit big trucks/ trailer trucks to certain hours (i.e., before 7am)
- Alternate days that vehicles can be on the roads
- Limit hours for deliveries

Improve existing public transport system

- Run system 20 hours a day, if not 24
- Need a more reliable bus service after 5pm
- Run more buses on the 10 and 11 routes between 7.45 and 8 am
- Need a more varied bus service, have some routes run later, and have smaller buses for some route
- Increase numbers of buses

- Re-examine bus routes and schedules
- Need customer service training for bus drivers
- Make it easier for people to use the ferries
- Have more ferries with good parking and more friendly timetables
- Let old ferry stop at Boaz Island until Watford Bridge is opened
- Sell fast ferries
- Provide a shuttle to the ferry in the morning and back to home in the evening
- Make the ferries a more peaceful ride
- Need security at ferry docks
- More ferry stops
- Need drug testing for public transport drivers
- Increase the amount of transport from the airport
- Increase mini buses, taxis and shuttles
- Make ferries free
- Make buses free
- Decrease the cost of public transport
- Decrease fare from age of 55

New services

- Provide shuttle service within and around Hamilton during the day for e.g., doctors appointments
- Have Hamilton shuttle run from 8 to 8 and connect with commuter parking (reduced parking rates)
- Private school buses
- Start using water taxis – look into water taxis used in Vancouver
- Electric train/ electric double decker buses
- Mass transit rail system
- Expand and encourage park and ride concept
- Free car park around dump and free buses to town every 10–15 minutes
- Have safe place to leave cars – people are more likely to do it. Leave cars in church car parks and have buses from there
- Have small light transport to supplement buses and get to the more isolated area
- Turn railroad trails into a monorail system
- Start a car pooling service – target private schools

Size of vehicles

- Go back to old size requirements for cars
- Government must introduce strict regulations restricting size of vehicles
- Only bring in smaller cars and smart cars
- Don't allow SUVs
- Reduce the size of taxis

Safety

- Make Project Ride mandatory for all high school students
- Need constant public messages concerning road safety
- Require tamper-proof speed governors on all but emergency vehicles. Confiscate all vehicles that are tampered with
- Lower the speed limit
- Change speed limit to 45km/hr. then ENFORCE anything above 50.
- Create a perception that if you speed you will always get caught if you speed.
- More speed controls on roads
- Bring in less powerful vehicles
- More stop lights
- Buses should have sound signals warning that passengers are disembarking
- Enforce the assessment # – Car link – currently abused
- No new assessment numbers
- Stop abuse of light vans as second cars/ make sure that truck permits are issued to real companies and not individuals
- Tighten up ARV number requirements

Enforcement/ Stricter punishments

- Enforcement of laws already on the books
- Take away vehicle of those who lose their licence while sentence is being served
- Crush vehicles of banned drivers
- Stricter punishments for drunk driving
- Give more teeth to whatever agency is in charge of enforcement
- Enforce traffic fine payment
- More police to catch reckless drivers
- Remove licences from dangerous drivers and forbid overseas trips while fines are outstanding
- Take people off the road after third offence
- Have a separate traffic police
- Put in more speeding cameras

Pollution

- Ban SUVs
- Use electric cars – reduce noise pollution, and atmospheric pollution. Technology is here
- Have more energy-efficient public transport
- Require all Government vehicles to be hybrid, electric, or hydrogen fuelled
- Provide incentives for electric and hybrid vehicles
- Buses should stop their engines when at the terminal

- Use only environmentally friendly petrol
- Make public aware of air quality
- Regulate and control vehicle emissions
- Have outlet where electric vehicles can park and recharge in convenient locations
- Music in cars should be limited
- Provide police with portable sound meters and confiscate vehicles exceeding sound limit permitted.
- Electric bikes
- Ban loud boats and jet skis
- Have road blocks to check noise levels
- Look into the best technology to eliminate noise
- Fine for unnecessary siren use
- Stop importation of loud/ noisy bikes with capacity far beyond what is needed

Taxis

- Taxis service needs improvements
- Taxis need GPS to improve service

Other

- Get rid of red tape at TCD
- Punish double parkers
- Need a public education campaign on road use
- Debunk the myth that it is the expats clogging the roads
- Train leader who knows what is going on with public transport how to talk to the public
- Control the parking of container truck which seems to be like weeds appearing where they are not wanted
- Build a multi-storey car park at City Hall. It doesn't have to be ugly like Bulls Head

Waste

Waste production is impacted by, and impacts upon many other issues. Also see the following sections: Water, Changing Our Thinking, Sewage, Healthcare

Issues/Concerns/Perceptions

General

- We dispose of trash irresponsibly
- We are at the mercy of overseas exporter who package indiscriminately – resulting in more waste
- Bermuda could be an example for the rest of the world
- Nantucket Island enforced strict regulations and the sheer burden made people very conscious of waste
- Do we really NEED to create so much trash
- IN the UK and the US each house has 3 bins for trash/ horticultural/ recyclables and they are fined if they don't comply

Recycling

- Currently newspapers and plastics are ignored
- Bermuda's recycling programme appears to have stalled.
- Bermuda doesn't seem to be able to recycle properly
- Why is paper and plastic not recycled in Bermuda?
- Surely it is more expensive to mine metals

Economy and waste

- Problem of affluence, poor countries do not have this problem
- Linked to the money required to import goods
- International business = wealth= more disposable income – departure from societal thinking and values to more individual (more materialistic)
- Less reliance on imported goods
- New money causes people to indulge

Lifestyle

- We produce about 3 grocery bags of waste per week (2 adults, 2 children) 2 bags of recyclables, 1 of compost. However this has to do with not eating processed foods which are over packaged
- Nothing can be done. No one will discourage people to consume less
- Fast food joints produce a lot of waste
- Bermudians currently use a lot of paper
- Reduce duty on environmentally friendly goods
- Reuse of grocery bags
- Materialism is a problem

- Consumption trends are concerning
- There is a greed more and more material things followed by the throwaway mentality
- People are used to material things and now expect them as a right
- We are consuming like Americans
- There will be consequences for putting materialism first at a great social cost and downfall of our community
- We are materialistic. Attitude now is I deserve it – instead of working for it
- We are hooked on our recent growth like a full blown heroin addict. We want bigger and better things. Too many fancy cars, too much square footage in the expatriate worker houses
- Per capita consumption is ridiculous
- Bermuda is a throwaway society, this is evident with the amount of trash that is left at Tynes Bay, and also the fact that we throw away relatively good equipment just to have new things
- There is a lot of waste in the construction industry because they don't want to spend the time demolishing in a way to reuse

Litter

- There are so many bottles lying around. My roadside hedge has become a litter bin
- 20–30 years ago a real effort existed on anti litter. This seems to have dissipated
- What has happened to Keep Bermuda Beautiful? It seems to have gone down the tubes
- Need to address litter, would some people treat their homes the way they treat their country?

Waste and environmental and human health

- Waste is likely having an effect on many species – i.e., frogs with four or five legs
- Waste suffocates and kills homes, people, life

What should be done? Suggestions/Solutions

General

- Need waste management plan
- Use best practice from other countries
- Look into what other small islands so about their waste
- Use cutting-edge research and technology
- Legislate, education and use price signals

Encourage lifestyle change towards reduction, reuse, recycling and responsible disposal (*also see Changing Our Thinking, Education, Governance*)

- Encourage responsible consumption
- Cut back on disposable items – paper plates, plastic bottles etc
- Preserve and take care of property and possessions

- Educate us at an early age that we do not measure our worth by what or how many material things we have
- As the speed of life increases everything thing comes in microwavable packets – slow the speed of life down
- As a citizen I will do what I can do keep the environment clean
- Consume less!
- Use less disposables
- Need a mind change
- Most Bermudians who disrespect are close minded. They need to get over it
- School encourage parents to use thermos, plastic reusable drink cups and reusable lunch containers. Use less drink boxes, ready prepared fruit (in disposable containers) Plastic baggies etc. Parents and children practise less waste – use only what is needed
- Bermudians need to start living simpler lives. We are too materialistic
- Everyone should only purchase what you need
- If it can be fixed fix it. Otherwise dispose of correctly
- Teach young Bermudians history, civics of country – take pride, ownership – lead to less pollution
- Remove the throwaway mentality
- Government to set example by stopping pollution – public works quarry, airport, Dockyard, Pembroke dump, etc.
- Recognition for reuse and recycling
- Private schools ask that only plastic containers be used. This helps. Public schools should do the same
- Reduce consumption
- The amount of paper used in schools and businesses would be minimised
- We need to curb our consumption. Everyone must be willing to make sacrifices for the greater good
- Clean up and change how we think and act. Everyone must do their small part

Control what comes in to influence waste output

- Ban certain packaging from the island. No plastic bags, no polystyrene trays or take out food containers, compulsory biodegradable containers only
- Restrict importation of certain goods like styrofoam
- Increase money of import duty on luxury disposable items
- Need rations: – bring in too much materialistic CRAP
- Plastic cups and take out packaging should not be imported, e.g., putting fruit in polystyrene dish should NOT be allowed in Bermuda
- Regulate against heavily packaged food items and drink containers
- Reduce the kinds of items imported like cars, motorcycles, and computers
- Do not import food/ snacks items that create a lot of trash
- Have specifications on the packaging of good allowed into the island
- Promote recycled products to consumers

- Ban goods that are kept in glass containers Only have glass container where the market does not supply their product in a plastic or aluminum container
- Require that "fast foods" be packaged in biodegradable containers
- Get rid of disposable everything, e.g., diapers
- Do not allow the sell of plastic products (cups plates etc)
- Import less vehicles
- Moratorium on vehicles

Price signals to influence type of consumption and waste output

- Have low/no tax on environmentally friendly items and heavily tax those which contribute to waste
- Tax excessive packaging
- Charge consumer money
- Lower import duties on consumables that are brought in bulk for purchasers to take home in reusable containers
- Higher tax for importation of over packaged goods

Polluter pays principle

- Tax public directly for waste disposal
- Charge residents per pound of trash
- Impose fine for not separating garbage
- Pay charities etc. so much per black bag collected
- Higher costs for contractors
- Tax fast food restaurants to pay for environmental clean up
- Make merchants (car, appliance etc) responsible for waste when cars/ etc are disposed
- Penalise environmental polluters, i.e., cruise ships and those dumping very heavily
- Make company accountable for the types of waste packing good they import
- A small tax on every household to take waste off island
- When people buy cars, bikes, appliances, computers there should be an extra cost built in to have their items properly recycled. Send overseas if need be to be properly recycled – since we can't do it here
- Charge more for goods (cans and bottles) and give refunds if they are recycled
- Bottle bill, goods bill, consumers pay up front for disposal

Use waste as a resource – develop infrastructure to facilitate long use

- Have a Government building for redistribution of unwanted reusable items similar to the barn
- Encourage private enterprise to run a warehouse facility
- Tax supermarket bags to encourage reuse
- Charge for bags at the stores – will encourage people to bring reusable ones. Stop shop owners packing everything – run a campaign to encourage people to ask do you need a

bag – say no if you don't. Give everyone 1 month from the start of campaign

- Create more consignment stores for appliances, and furniture where folks can donate items in good condition
- Money off of re-using grocery bags
- Allow only paper carrying bags, encourage the use of biodegradable containers. Discourage use of plastics
- Used equipment facility, because Bermudians are wasteful this can help those persons that do not want to spend lots of money to have goods used equipment
- Require Dunkley's to start using and recycling plastic gallon milk jugs
- Give free shopping cloth/canvas shopping bags for reuse
- Reward supermarkets for reducing bags and packaging

Use Items other no longer want

- Mix glass with gravel for road repair
- Give out boxes to pack groceries. All items come into the store initially in boxes
- Promote businesses that can transform waste into something usable or alternative energy
- Share with others. Less buying means less waste
- Make Barritt's recycle bottles
- Businesses should be encouraged to advertise when then are going to throw out old equipment so that enterprising individuals can use them
- More secondhand appliance use
- If we re-sale and reuse what we have then less money would be spent importing goods. I have tried to get second hand items for my infant. Crib/pumpkin seat/others and many "RICH" people do the same. Save money for things that count
- Look at recycling of items such as unused clothes, etc. to those who need them instead of throwing away
- Used equipment facility, because Bermudians are wasteful this can help those persons that do not want to spend lots of money to have good used equipment
- Use the thrown away tires to resurface our roads. Also when cut in half they make beautiful planters, welcome mats or flowerbed borders. Be creative
- Set up a warehouse area for demolition items to be reused for affordable housing. I'm in the business and I know a lot gets thrown away because general contractors don't want to store the items but don't know who could use them
- Gosling Ltd, J Barritt's – use less plastic bottles, take back glass

Emphasise repair

- Train people to fix broken electronics
- Make it cheaper to fix something than to replace it
- Repairing results in less waste – and also provides great opportunities for small businesses
- Repair more
- Teach kids technical skills to repair rather than throw away

Promote composting (*also see Agriculture*)

- Composting programme where you can buy back compost
- Encourage composting to provide natural source of soil enhancement
- Have areas where greens can be reduced to chips
- Encourage composting cloth diapers

Increase levels of recycling by improving infrastructure

- Difficult in an isolated island to recycle but where possible should encourage recycling and subsidies if appropriate
- Work with US company to take all the recyclables
- Use the empty container ships going back to the US every week to transport the recyclables. Money earned from recyclables would pay for container check up, so that they could come back the next week
- Man the recycling plant – can be manned by prison inmates who are low risk
- Regular recycling pickup
- Recycle even if not cost effective
- Canada is a good model to follow in regards to recycling
- Need better recycling facilities – should look into increasing the scope of goods recycled – plastics?
- Deposit on cans and bottles – them end back to original country.
- Recycling plant would put more Bermudians to work
- More recycling and more incentives to recycle
- Make supermarkets have recycling bins in car parks. Penalise traders who do not actively promote and embrace recycling
- Recycle paper

Improve public participation

- Promotion on recycling (increase public confidence and knowledge with greater options)
- Make recycling worth it to people
- Mandatory recycling
- Penalise those who throw away recyclables
- Bottle Bill – refunds for cans and bottles
- Promote it as realistic recycling
- Force recycling/composting – educate on benefits of
- Businesses must recycle
- Penalties on business who do not comply with strict recycling guidelines
- 5 cents to 10 cents deposit for all cans and bottles
- Reward children who return bottles
- Make recycling fun, e.g., recycling art
- Charge for not recycling
- Educate the public about what recycling programmes currently operate

Responsible electronic disposal

- Promote recycling of appliances
- Resale of cars only after 5 years
- The airport dump is an issue that needs to be addressed
- Set up a programme to recycle computers
- Revert to no secondhand cars under 5 years old
- Dismantle old cars for their parts
- Do not dump (airport dump or sewage) or anything into marine environment
- Try to sell waste as tires, metals, computers
- Do NOT dump cars and appliances overboard
- Limit the import of cars e.g., max. one car per household every five years
- Find an avenue to export our metals. This is now leaching in to the water lenses
- Look at ways to dispose of our refrigerators, cars, computer, air conditioners, recycling, shipping them back to the manufacturer if possible, or try to use them for some other purpose
- Smaller cars
- Build a mini smelting plant for aluminum cans

Discourage irresponsible disposal

- Consider disposal of inert waste in remote deep sea locations
- Be consistent in disposal.
- Have stricter penalties for littering
- Actually impose penalty on those who break the law by polluting
- Fines for pollution
- Larger fines for illegal dumping
- Stop selling cold beer
- Ban the sale of single beers

Monitor impacts of waste disposal

- Need constant monitoring and reporting on pollution
- Mandate and control pollution

Ensure adequate disposal facilities

- Be prepared for waste levels – you can't stop progress
- Proper maintenance of disposal facilities
- Do regular maintenance.
- Build another Tynes Bay
- Improve incineration and energy production
- All waste that cannot be burned should be packaged and sunk in deep water
- Put a waste treatment complex at both ends of the island
- Trash, needs for incinerator at the west end of the island.

Clean up environment where damaged

- More community/parish clean up days
- Need information re the problems concerning the caves/indiscriminate dumping
- Use prison labour for clean up

Encourage separation of waste

- Provide strong trash bins at cost from Government or make a law that plastic bags must not be left out at any time and provide large bins like some condos have
- Mandatory separation of glass, tins, paper, etc., for easier disposal
- Facilitate refuse collection. Neighbourhoods should have specific dumpsters that have strict allocation. Combine with realistic recycling programme
- Provide colour-coded trash cans to help with trash separation
- Separate garbage as in other countries

Decrease convenience of collection

- Limit allowable household waste. 1 bin per week
- Go back to once a week collection, then people less wasteful
- Charge people for garbage pick up
- Make workers more accountable for the hours/efficiency
- Limit collection of # of bags per household
- Wheelie bins provided to every household – if you have more trash then what can fit in it cost to purchase one. This will encourage more people to create less trash also looks cleaner. Less harm to W&E workers – special trucks means no lifting. Recycle bins available too
- People should only have a certain amount of trash picked up– over that they should have to drop it off themselves
- Have large businesses dispose of their own waste

Enforcement

- ENFORCE litter laws
- Enforce hazardous waste dumping laws

Delivery *(also see Governance)*

- More agencies to oversee waste managements
- Look at efficiencies within W&E
- Government should do more

Awareness *(also see Changing Our Attitudes, Education)*

- More littering education in schools and in newspaper
- Constant ads from the Government to the people about waste

- Change consumer attitudes
- Need to put families first again – instead of focusing on material goods
- Have a war against litter with education and fines. Inmates at prison could help with this (picking up litter)
- Make Bermudians more aware of the consequences of so much waste
- Should see messages every where, commercials, signs on street, etc.
- Increase litter education to the public
- Need a strong reduce, reuse, recycle message
- Advertise solutions (i.e., recycling)
- This education should start in the homes and continue in the schools
- Education – campaign to change attitudes
- Keep the waste where it is produced. Then people will realise that we should cut down
- Look at advertising. It encourages keeping up with the Jones's. We as black people are encouraged to participate – things are easy to get hard to keep. Advertising must change
- Provide more information to obvious sources (i.e., websites and newspaper) about how much we use and waste and what the consequences are.
- Educate public of the health dangers of pollution

Other

- Reclaim land
- Create more land with waste
- Prisoners to burn trash manually at "Sally port" in Dockyard. (Trash from the west end). Use sifted ash and mix with compost to be used as food for grass, fruit trees etc.
- Abolish status given to foreigners (Preferably 50 years at least)
- Decrease number of people
- Freeze the issue of status being given
- Reduce the number of contract workers
- Have more incentives for local farmers to grow local veggies – local produce contains less packaging and waste
- Stop accepting waste from cruise ships
- Stop all fast food outlets
- Discuss bulk purchasing with supermarkets
- Place limits on number of foreigners, size of families
- Charge developers for waste
- Reusable packaging on some grocery items
- Send it offshore. Don't let boats leave the dock empty
- Promote healthier, local eating – not so much junk food
- Purchase overseas land for un-recyclable waste
- Less convenience food. Use real dishes instead of throw away. Provide dishwasher in homes

Bermuda's Workforce Needs

Many issues impact upon and are impacted by Bermuda's workforce needs. Also see the following sections: Education, International Business, Tourism, Economic Opportunity, Bermudian/Non-Bermudian Mutual Respect, Immigration

Issues/Concerns/Perceptions

Foreign workers in Bermuda (*also see Bermudians/Non-Bermudian Mutual Respect, Bermuda For All, Economic Opportunity*)

- Dependent on foreign workers
- Bermuda needs, and always will need foreign workers to do the jobs that Bermudians either don't want to do, are aren't skilled for
- Bermuda is now experiencing zero growth, which means that more and more guest workers will be required to meet our employment needs
- More foreigner workers are here than need to be
- Too many guest workers from poor undeveloped countries
- Too many work permits given out to supermarket workers
- We have a large number of immigrants in our small community
- Educated Bermudians with degrees are being overlooked and have difficult time getting good jobs
- Take some of the rights and privileges away from foreigners and give more support to our own born and bred Bermudians
- There is a need to look at the social effect of construction workers
- It is common knowledge that our immigration laws are much too loose
- Bermudians are not being trained by contract workers

Education and the workforce (*also see Education, Economic Opportunity, Youth*)

- Youth obtain degrees they cannot use on the island
- Students are not made aware of their business aims and job potential all through their academic life
- Education in Bermuda is not relevant to the job needs in Bermuda
- The public education system is clearly not providing Bermuda's youth with the business oriented market knowledge needed
- Poorly educated children are leaving school unable to contribute to Bermuda's thriving businesses in a meaningful way (i.e., senior positions)
- Not many students know of all the different jobs that need to be filled in Bermuda
- There is a lack of technical skill training
- Better education will only benefit the economy

Living responsibilities (*also see Family and Parenting, Youth, Elderly, Cost of Living*)

- A job must pay sufficient money. The imported kitchen porter is not more educated than the Bermudians who may consider that job, just has less responsibilities. Therefore the employer is at an advantage. Bring in cheap quality labour for menial jobs

- Non-Bermudians can make sacrifices for certain jobs on the short-term, while Bermudians still have to live long-term and have dependants to look after here. Therefore it is often harder for Bermudians to accept certain jobs.

Job desirability

- Bermudians don't want the jobs non-Bermudians are doing
- Many Bermudians are lazy and do not want to work
- Bermudians now look down at service jobs

Social stratification (*see also Anti-social Behaviour, Bermudian/Non-Bermudian Mutual Respect, Economic Opportunity, Housing*)

- I am concerned at the number of Philippines and Jamaicans and Asians who are becoming too plentiful and powerful here and so are foreign corporations
- Why does Bermuda need all these foreign restaurants?
- Need to stop expats from taking our island away from us
- Bermudians are feeling displaced in their own country, exempt companies that do not employ any Bermudians. These companies that are being charged overseas for unethical behaviour, are using under ground immigration tactics

Impacts on infrastructure (*also see Waste, Water, Sewage, Traffic, Housing, Population, Environment*)

- People from the 3rd world are placing too high a burden on the country
- Expats are taking up all our houses and raising housing prices
- Those on work permits are competing with us for housing and we are losing. This engenders resentment
- Foreigners tax the system too much

Hiring practices (*also see Economic Opportunity*)

- Advertisements are drafted with foreign workers already in mind
- Ads in the paper are made purposefully demanding. I don't see anyone being able to do all that employers expect. The pay and hours are outrageous
- Domestic help ads in papers are so demanding. Perhaps the BIU and Government should look into this industry
- When it is time to renew a contract the job is advertised and then all who apply are told it is gone. Then Immigration is told no one else can be found. This is how permits are renewed over and over
- Personal assistants being brought into the island
- Students are not made aware of their business aims and job potential all through their academic life
- Education in Bermuda is not relevant to the job needs in Bermuda
- The public education system is clearly not providing Bermuda's youth with the business oriented markets
- Badly educated children are leaving school unable to contribute to Bermuda's thriving

business in place in a meaningful way (i.e., senior positions)

- Not many students know of all the different jobs that need to be filling in Bermuda
- There is a lack of technical skill training

Immigration policies

- Foreigners own too much of Bermuda
- Rapid economic development is leaving people behind who will become more frustrated and destructive
- Under ground immigration tactics being used. Unfair hiring practices– personal assistants being brought into the island
- Immigration is reactive not proactive
- Immigration policies are not truly helpful to Bermudians, Foreign owned companies seem to be able to dictate who comes into the country and complaints often go unchallenged.
- Policies are too lenient
- Requiring chest X-rays rather than TB tests for work permits seems archaic.

Working conditions (*also see Bermuda For All*)

- Bermudians are being pressured on the job and eventually quit for lack of appreciation. Hence they can't find Bermudians
- Bermudian workers are being exploited in the workplace
- Non-Bermudian workers are come here and are being driven into the ground. This is not humane treatment

What should be done? Suggestions/Solutions

General (*also see a Bermuda For All*)

- Recognise that some non-Bermudians are always going to be needed
- Remember that we are only a small island and will always require assistance from outside
- Local employment needs to be protected
- Be willing to give Bermudians their rights
- Need to protect Bermudians in the workplace and in positions of power

Encourage, train, and promote Bermudians for all necessary jobs (*also see International Business, Tourism, Bermudian/Non-Bermudian Mutual Respect, Education*)

- Make more of an effort to ensure qualified Bermudians are filling the positions
- Begin by better education of our own people.
- All companies should be made to demonstrate how work permit holders are training locals. After 2 yrs guest workers must leave
- Tie work permits more closely to the training of Bermudians
- Guest workers must train Bermudians by condition of contract
- Attach an apprentice/trainee to every single work permit
- Need to plan for the long-term future

- Send employees overseas for training and capacity building
- Work with the private sector to motivate them to employ Bermudians.

Provide more varied avenues for employment and train/encourage Bermudians accordingly (*also see Economic Diversity, Education*)

- Expand the job market and teach new skills to Bermudians
- Growth of the job market and the corresponding services needed for that new market need to be protected
- Need new job skills for the expansion of the job market
- Our young people are our biggest asset. How can we hope to attract the ones with hard earned degrees to work in hospitality, nursing etc when the disparity of pay with other professions and the private sector is so huge
- Bermudians should be trained in a wide range of areas to meet both our present and future workforce needs

Minimise negative impacts (*also see International Business, Housing, Transport, Bermuda For All, Bermudian/Non-Bermudian mutual respect*)

- Come up with sensible ways to deal with the waste, waster, sewage, and traffic
- Ensure that the housing needs of all Bermuda's residents can be met
- Develop housing policies which are reasonable for all and don't drive Bermudians out of their home
- Bermudians need to have first use of all the services and foreigners should have to pay for private services
- Develop an education system that can support the needs of all children – not just non-Bermudian children and other children who support it in public school

Change thinking of Bermudian workers (*also see Changing Our Thinking*)

- Need to instill knowledge that success comes from work. Not from privilege. Need attitudes of sacrifice, embodiment and energy
- Need to look at the work force – so that it can actually give a service. There is a huge disparity between work ethics in international business and local businesses
- Need to lower expectation – comfort in a crowded place. Jobs and a comfortable– but not extensive lifestyle.

Monitor and control numbers of foreign workers

- We to address customs and immigration at the airport
- Need to reduce numbers of foreign workers
- Look at and slow down work permits
- Immigration at some point has to say no
- Lower the number of work permit numbers
- Stop issuing work permits for dishwashers, nannies, and other menial jobs.
- Work permits should not be issued for jobs in the hospitality industry and construction industry

- Cut back on non-essential non-Bermudians
- Need a committee to assess work permit needs
- Stringent controls on work permits
- Stop hiring foreigners in positions that Bermudians are suitable for, i.e., waiter, store clerks. Freeze these work permits. Bermudians are better to serve our guests
- Increase work permit transparency
- Have an online website (categorised by industry and profession) for every work permit granted with the qualification of person receiving work permit and job advertisement included. So that the community at large can closely monitor situation and reinforce a system of checks and balances
- A qualified Bermudian should be able to check with Immigration should they be told they are not suitable to see if the position has been filled by a non-Bermudian

Stronger regulation of hiring/rehiring practices

- Closer reins on corporate hiring practices
- Minimise length of stay for guest workers. Do not extend contracts more than twice
- The 6 year rule must be reinforced
- Follow the three year rule. Where expats must leave. That way the workers are more transient. Less likely to feel displaced. The position can still be filled by an expatriate worker – just a different one
- Check visitors when they plan on staying for 3 months – check to see if they are working illegally
- Immigration must make sure it really has searched for a Bermudian
- Enforce honesty of job ads. Not 4 or 5 jobs wrapped in one
- Change laws and encourage employers to hire single people as opposed to married foreigners.

Slow down economic growth

- Slow down the development in our country so that there would not be such a great need to import non-Bermudians

Already challenging to get a work permit here – educate people of this fact

- Educate the local people – it's very hard to get a work permit. To be here the expatriate worker is highly specialised and can only be here if there isn't a Bermudian available. It is not a conspiracy

Increase effectiveness of the Department of Immigration

- The immigration department needs a complete overhaul. Policy needs to go further to protect the Bermudian worker
- Increase staff so that they can investigate what is really going on and how immigration impacts on equality of opportunity
- Get rid of red tape. To get your passport renewed you will have to get a stamp saying "certified Bermudian". Do you realise we have been issued the passport and therefore must be Bermudian. Waste of time

Ensure adequate training and qualifications (*also see Education*)

- It is important for waiters to speak English
- We need to change the sense of entitlement and educate our youth to understand the best person for the job period!
- Make sure people have the qualifications. On one hand unqualified Bermudians are hired– on the other unqualified non-Bermudians are hired
- Check the credentials of non-Bermudian workers
- Have public relations classes to teach all employers and employees how to relate to the public
- Employ the best staff for the job rather than be politically correct recruitment

Outsource jobs – since they cannot be filled in Bermuda

- We should outsource because we cannot support more people on the island

Ensure adequate working/living conditions (*also see a Bermuda For All*)

- Make sure that working conditions are healthy and fair for all
- Need people to speak for us Bermudians works in the situation where businesses are taking advantage of employees. There is the attitude of take it or leave it. Some Bermudians think it needs to stop.
- Some job advert are almost borderline slavery– hold human resource departments responsible
- Foreign workers should not be brought in to work for less than an established minimum wage
- Limit the amount of foreign workers living in same house
- Attach work permits to housing. No housing – no permit. You should not squeeze tons of people into one apartment
- Bermudians need to truly be given a chance

Long-term residency (*also see Bermudian/Non-Bermudian Mutual Respect*)

- Give long-term residents status
- Give non-Bermudians status
- Need a moratorium on Bermuda status and residency. Give on a points system after 20 yrs
- Put a moratorium on the issuance of Bermuda status
- Abolish status give to foreigners. (Preferably 50 years ago at least!)

Cost of Living

Cost of Living is a cross-cutting issue; it is impacted by, and impacts upon all other sections. Also see the following sections: Economy, Economic Exclusion, Anti-social Behaviour, Housing, Economic Diversity, Youth, Tourism, International Business, Changing Our Thinking

General comments

Reasons/Perceived reasons prices are high

- The Government has priced Bermudians out of the market by catering to exempt company workers.
- Reliance on foreign goods makes it expensive for people
- We are out-pricing ourselves

Issues/Concerns/Perceptions

Bermudians are struggling

- Young Bermudians are leaving, because they can't afford to live in Bermuda as it is too expensive (*also see Youth*)
- Not everybody can afford to live in Bermuda. As a single person not making a whole lot of money I am barely surviving
- For the average family it is become increasingly difficult to survive in this country
- Bermudians are forced to work longer and unfriendly hours in order to make a decent living (*also see Workforce*)
- Bermuda is not affordable for younger Bermudians who do not have the financial backing of wealthy parents
- Many are under stress and can't make ends meet
- Impossible to achieve a work/life balance. In the end everyone loses
- The amount it costs to put a roof over your head is out of control (*also see Housing*)
- Food prices are too high
- While we operate as a free market, from healthcare to affordable housing there is abuse and greed. There is no easy answer, but something must be done.
- The essentials cost the same for everyone – no matter how much you earn
- Duty and TCD costs – have to be amongst the highest in the world
- Housing, healthcare, food – all too expensive. Increase in healthcare costs are unacceptable (*also see Healthcare*)

Impacts on Bermuda's Residents of High Cost of Living

- Cost of living has heightened social divisions(*also see Bermuda For All*)
- Gaps between haves and have-nots increasing, Bermudians have become very materialistic (*also see Economy*)
- Leads to resentment, jealousy, **resentment** between different groups (*also see Bermudian/Non-Bermudian Mutual respect*)
- Adds to young black **disenfranchisement** (*also see Race Relations*)
- People are increasingly under **stress**. This manifests itself in negative ways

- The huge costs of living are the main reason for **anti-social behaviour**. If the youth aren't able to get a job or a good paying job, they can't afford the high rents. Then a feeling of hopelessness sets in – hence the violence both at home and on the streets (*also see Anti-social Behaviour*)
- Society loses when so many children are not being raised cause mom and dad has to work multiple jobs to physically care for the child (*also see Family and Parenting*)
- Leads to lack of parent involvement. Busy working as hard as they can to make ends meet
- We spend less time with family and friends in order to make ends meet. This is a decreased quality of life
- There is a culture of greed that comes FROM the corporate influence and presence of super wealth and filters through to individual's attitudes
- Bermudians are now only worried about money and forgetting what is really important (*also see Changing Our Thinking*)
- High prices damages Bermuda's economy. Everyone just goes away to shop

Impacts on tourism and international business (*also see Tourism and International Business*)

- The costs of restaurant eating and hotels is out of control
- Tourism can't come back with prices so high
- If it continues to get more and more expensive international business can just choose to locate elsewhere

What should be done? Suggestions/Solutions

Decrease cost of goods and services (*also see Economy, Housing*)

- More customs duty exemptions and reductions
- Not so much tax on retailers
- Need control of markup on goods
- Have a 5% – 10% decrease in cost of living. Actually a profit decrease. The businesses would make less profit on electricity, food, phone, insurance, etc. everything could then level off before going again, but by that time wages would have caught up with cost of living
- Freeze or reduce wage increase along with reduction of import tax with understanding that the reduction is tied to lower costs of goods to the consumer
- Eliminate customs tariffs to lower cost of living
- Maintain labour costs at a reasonable level
- Need cheaper imports
- Discourage monopolies
- Government can start by lowering some of its outrageous fees such as vehicle licensing and hospital costs

Have price controls on essentials

- Bermuda needs to consider price control on certain goods like bread, milk, water, etc.
- Decrease duty on basics – i.e., certain foods – and increase on alcohol, etc.

- Need to bring down the price of housing. Control this out of control housing market (*also see Housing*)
- Many TCD fees exceed the worth of the auto. Too high

Decrease healthcare costs (*also see Healthcare*)

- Encourage wellness – less expensive than medical treatment

Encourage environment where Bermudians can achieve a work/life balance

- Change the ferocious pace of life
- Bermuda needs to remain up-to-date with work/life balance best practices used in other countries
- Businesses can start by reducing the excessive hours that employees have to work weekly. In turn residents will start to appreciate their lives and the island more with less stress.
- Business should be encouraged to have flexi-time policies
- All employers should be encouraged promote a stress-free work environment. Employees are more productive in this environment
- Equitable pay so that persons do not have to work 2 and 3 jobs. Job training skill that promote upward mobility. Promote black entrepreneurship
- If rents and mortgages were lower, higher wages would not be necessary
- Lessen wage earning disparity btw. Bermudians and non-Bermudians (*also see Bermudian/ Non-Bermudian mutual Respect*)

Educate (*also see Education*)

- Teach financial management in schools
- Have stress management classes
- Need to teach start early and teach stress management skill to our youth stress

Change tax structure (*also see Economy*)

- Change the present tax structure. It favors the rich; they are not taxed on all of their income, i.e. their investments.
- Taxation – change structure to make progressive at very low rates
- Make taxation more direct and equitable

Encourage more local buying (*also see Economy*)

- Have a duty-free week for non-travellers – to encourage more local buying

Better Delivery/ Increased efficiency

- We must change the way we do business – there is too much fraud – e.g., a plumber spent 15 min on a water pump and charges \$65
- Curtail new business
- Raise society's productivity by raising retirement age (*also see Elderly*)

- Have a more efficient and effective Government (*also see Governance*)
- Make Government leaner and more efficient
- Reduce public expenditure by trimming Government waste and over staffing
- Privatise public services where possible

Economic Diversity

Economic diversity is linked to many other issues. Also see the following sections: Economy, Economic Opportunity, Workforce, Tourism, International Business

Issues/Concerns/Perceptions

Economic Vulnerability

- A diversification of revenue streams that will allow us to survive if either or both tourism and the international business sector should go down the tubes. Both are fragile and susceptible to local Governmental management as well as international forces beyond our control

Land Use challenges

- WedCo, BLDC used to have light industrial areas and uses but now there areas are converted into condos

Skills and training

- We cannot supply enough labour to service our existing business so how can we support more?
- We have too many jobs for which many Bermudians are not sufficiently qualified
- Too expensive to develop anything else. Focus on two we have. Done well in past – will do so in future.

Concerns of diversification

- There is no hope of diversity. Bermudians are too unmotivated and the infrastructure is too fragile.
- The more we expand the economy the more people we need to fill that spot. We have no room for any more people.
- Bermuda does not need any more business

What should be done? Suggestions/Solutions

General – need economic diversification

- We should keep our ears to the ground for any new ventures. (Just as we have done in the past)
- Broaden the economy. Limit reliance on intl. Business – provide alternative employment opportunities to Bermudians
- Bermuda must develop a third pillar to the economy

Training and learning (*also see Workforce, Education, Economic Opportunity*)

- Young people need to be able to work in all aspects of the community
- Training is necessary to make diversification a reality

To access what sectors should be further developed:

- It is first necessary to determine how methods of diversification will affect different segments of the population– who will it benefit
- Must look for things which capitalise on Bermuda's position (climate and location) and regulatory environment, that will not create demands for significant imported labour and additional land
- Look for sectors that can use existing local labour and resources

Government to be open to, and help facilitate, economic diversification

- The need for Government to provide grants up \$150,000 for those persons who have products that could be of use not just to Bermuda but to the rest of the world

Ideas Bermudians gave in regard to specific sectors which should be further developed

Technology/ Internet based

- Computer technology
- A fully developed IT industry. (less dependent on local and external forces as it would span the world)
- E-commerce
- Telecommunications
- Small business operation dealing with modern technology
- Software
- To make money – i.e., jobs
- Answering queries for overseas businesses – phone or e-mail.
- Internet sales business
- Internet technology
- Government should keep public informed how the rent-a-satellite war with the UK is going.

Marine resources (*also see Marine Environment*)

- Capitalise on our own fish stocks – and slow the importation of foreign fish
- Promote world class fishing tournaments. Bermuda has the best marlin fishing
- Mariculture
- Can we export fish and lobsters?
- Aquaculture
- Fishing, opportunities endless for offshore fishing as Bermuda is surrounded by water.

Small business

- Promote entrepreneurship

- Small businesses should be encouraged (with more local workforce)
- Do not create lots of small businesses. The whole economy will suffer. This island can only have so much competition.

Socially/Environmentally responsible business

- Eco-friendly business
- Black enterprise of value to other nations

local manufacturing

- Furniture building at Southside without increased customs duty
- Crafts
- Light industry
- Clean industry – research and design

Agriculture (*also see Farming and Agriculture*)

- Lilies and onion exports again
- Agriculture
- Flower farming in big greenhouses

Conference centre for foreign Businesses

- Specialised conference and workshops for training in particular field, i.e., retreat centre
- Make Bermuda more of a convention centre
- Offshore training facility of corporation and Governments
- Place for conference destination

Banking/ International business (*also see International Business*)

- International business gets lumped into one category but expansion from pure insurance/reinsurance towards other arms of international business as needed (and happening)
- Finance and banking
- Reinvent international business thinking
- expand service industry
- We have seamstresses and tailors who could create Bermuda clothing in a cottage industry

Tourism (*also see Tourism*)

- Eco/cultural tourism and "vacation home" tourism
- Sports for example gold, scuba diving/water activities, fishing, tennis
- Put more money into St. George's to promote and enhance its World Heritage status
- Bigger yachts – based on the Monaco concept – casinos and cosmetic surgery for the rich and famous
- Reinvent our tourism thinking

- High end tourism
- Tourism authority

Culture and heritage (*also see Loss of Culture*)

- More training of gombeyes to entertain overseas
- Better sell our history and heritage
- The arts and entertainment
- Music (calypso)

Science and research

- History and archeological opportunities – inland and marine
- Ocean provides educational and scientific opportunity
- Get a think tank together to figure out how to develop more revenue opportunities from wind and ocean resources
- Allow stem cell development in Bermuda
- Science research
- Marine science

Gaming

- A local lottery
- Heavily regulated gambling
- A fantastic casino where everyone would like to come and be seen. Posh and expensive. More jobs for us and something that tourist would like
- Develop casinos – could just be for visitors and could employ Bermudians
- A Monte Carlo style casino and high class entertainment centre. In either a Hamilton area hotel or guest house property
- Definitely not casinos
- Gambling and night clubs. Need to promote Bermuda more. Entertainment to be promoted in hotels and to create jobs for locals
- Bermuda needs to have casinos to help create jobs as well as to enhance the tourist product, a national lottery

More commerce

- Make all shopping duty free – large malls to attract world visitors. High end and low end goods
- Niche retail
- Huge mall – Southside or Morgan's Point
- Duty free shopping

Education (*also see Education*)

- Sell old hotels to university

- Open Bermuda college to foreign students
- Bermuda College as a 4-year programme

Healthcare (*also see Healthcare*)

- Encourage a medical and health clinic for example. Bring in highly skilled doctors, nurses, and related staff. Thailand and India have done this well
- Healthcare and rehab centres

Athletics

- Sporting events involving overseas athletes
- Golf schools
- Golf

Diversification of investments

- Purchase of property and securities not on the island

International relations

- International arbitration
- Become the international centre for a high profile arena, i.e., Geneva– Red Cross
- Use of international contracting and revenue earning via contracting to the World Bank and its client Governments, utilise the expertise of Sir John Vereker (a former World Bank executive) – millions to be earned

Entertainment

- Look at the arts/ we could have a top culinary school, dance school, drama society
- Amusement park– Using the water for activities for youth and families
- A fancy yacht marina at the centre of Morgan's Point
- Morgan's Point could be made into a water park – teenagers could be employed to run juice and snack bars, good for tourist and locals round the year memberships and good for tourism

Other

- Make crack and heroin legal and have Government sell it
- We could build another prison for overseas criminals
- Make Bermuda a model in sustainable development
- Sell old hotels to development company
- Advertising Mecca – such as 5th Ave. in NYC
- Private airport
- Shipping registry

Economic Opportunity

Economic Opportunity is impacted by, and impacts upon many other issues. Also see the following sections: Bermuda For All, Bermudian/Non-Bermudian Mutual Respect, Economic Diversity, Economy, Race Relations, Education, Workforce, Social Support Services, Anti-social Behaviour, International Business, Tourism

Issue/Concern/Suggestion

General

Equality of opportunity

- There isn't an equal level of economic opportunity for all
- Equal opportunities are currently a dream
- Opportunities are equal

Differential access to the mainstream economy

- Bermudians are increasingly alienated from the economic successful sphere in Bermuda (*also see Bermudian/Non-Bermudian Mutual Respect, International Business*)
- Sexism is an issue. There is still a glass ceiling for females (*also see a Bermuda For All*)
- Race still influences access to certain economic opportunities (*also see Race Relations, Education*)
- Hard for those from lower socio-economic backgrounds to break into the areas of mainstream economic success (*also see Education, Race, Bermuda For All*)
- Many Bermudians feel like second class citizens in their own country

Education and economic opportunity (*also see Education*)

- Employment opportunities in Bermuda are equally available to all who are qualified for the jobs for which they apply. However, and most regretfully, the educational system is not equal for all which inevitably leads to inequality in job opportunities
- Very poor public education leads to lack of opportunity in the workforce

Social networks and economic opportunity

- Opportunities are based on who you know – especially in Bermuda
- Bermuda has been built on who you know and not what you know.
- Jobs aren't advertised. Heightens equality, as those who aren't in the "right" social network don't have same access to certain jobs

Local entrepreneurship opportunities (*also see Economic Diversity*)

- You need lots of money to start a business
- Bermudians pay \$325.00 per sq foot for rental space, which would indicate the difficulties of starting a business
- Many Bermudians have ideas – but do not have the wealth to transform ideas into reality

What should be done? Suggestions/Solutions

General (also see *Bermuda For All, Workforce, Bermudian/Non-Bermudian Mutual Respect*)

- Need to create a more inclusive society where everyone feels part of our economic success and expats are welcomed
- Make opportunities more equal
- Need to address the socio-economic realities of the economic opportunity
- In trying to achieve greater equality of opportunity, don't confuse "equal opportunity" with favouring one race/group over another

Create an environment where local and small businesses can thrive (also see *Economic Diversity*)

- Revisit peddlers licence act – Currently cannot sell on front street
- Capital support should be made available for small business through Government grants, loans, etc.
- Financial support from banks and incentives to small business owners, entrepreneurs
- Need to change tax structure to help local businesses
- Every new building should have 50% of the space allocated to local business
- Make every effort to support and protect local Bermudian businesses
- Bermudians need to be encouraged to spend money on their own culturally rich amazing products

Move towards equality of wages and financial benefits (also see *Workforce, Bermudian/Non-Bermudian Mutual Respect, International Business*)

- Need to change the inequity in wages and salary between blacks and white
- Ensure fair salaries and benefits in the workplace. Equal incomes for equally responsible jobs
- Our young people are our biggest asset. How can we hope to attract the ones with hard earned degrees to work in hospitality, nursing etc when the disparity of pay with other professions and the private sector is so huge
- Foreign workers should receive financial assistance to help with move – but this should be discontinued after been here for 2 or 3 months. This will keep the economy more on a equal level

Advertise and hire based on qualifications

- Ensure that all jobs are advertised
- Hire by qualifications and experience not connections

Train and promote Bermudians to fill positions currently held by non-Bermudians (Also see *Workforce, Education*)

- Bermudians to take senior positions – run hotels, companies, etc.

Increase equality in educational opportunities (*see also Education*)

- Decrease cost of certain social and academic activities. Making them more accessible to those making low incomes
- Promote and encourage the best education for blacks. With equality of education they can then earn opportunities like everyone else

Economy

Many issues impact upon and are impacted by the economy. Also see the following sections: Economic Diversity, Economic Opportunity, Tourism, International Business, Cost of Living, Workforce Needs, Anti-social Behaviour, Changing Our Thinking, Climate Change

Issues/Concerns/Perceptions

Economic growth (*also see Changing Our Thinking*)

- Economic growth threatens to override everything else including quality of life
- Economic growth cannot be seen and the be – all and end-all
- We are obsessed with "the economy"
- Emphasis must shift from fiscal concern and priority to social priority to achieve balance
- Stop looking at Bermuda as just a money making machine – then people might start to care for each other
- Promote family life and stop chasing the almightily dollar which is a must for some
- Far too much emphasis is now placed on expansion
- Quality of life is disappearing as we become the Hong Kong of the mid-Atlantic. Economic growth must be managed

Tax system

- Bermuda's current tax system is too regressive, need to overhaul the present system
- Tax system does not serve to balance any wealth on the island. It just helps the rich get richer and the poor get poorer

Economic regulation

- Growing overregulation is the main economic problems
- Too much protectionism. This is a global economy

Economic division and exclusion (*also see Anti-social Behaviour, Bermuda For All, Race Relations, Workforce, Bermudian/Non-Bermudian Mutual Respect*)

- Wealth is becoming increasingly unbalanced
- There is a growing divide of exempt and local economy characterised by race
- The economies of white collar vs. blue collar are very different – they are precariously co-existing
- Many feel excluded from the traditional economy. This leads to anti-social behaviour and entry into alternative economies

- Youth don't feel involved in the economy
- There is serious economic jealousy between have- and have-nots. This is becoming more and more of a problem
- Wages earned in the public vs. the private sector are strikingly different
- Balance of wealth – the super rich have far too much, given the poverty that many in Bermuda face

Economic vulnerability (*also see Economic Diversity*)

- Currently Bermuda is held hostage to outside interests
- Our economy is dependent on decisions made elsewhere
- Economy dependence on the maintenance of a safe country, with a health environment and stable governance

Imports

- Everything is imported and costs us money and means we rely on foreign currency
- Natural resources more and more pressured. Waste increasing, congestion increasing

Cost of living (*also see Cost of Living*)

- Cost of living is a burden for many and the basics cost the same for everyone
- High prices damages Bermuda's economy. Everyone just goes away to shop

What should be done? Suggestions/ Solutions

Look into alternative revenue sources

- Should look into income tax
- Should look into corporate tax
- Introduce income taxes. Bermuda has to provide housing, law enforcement, environmental protection, etc. There is adequate income to pay for it – tax gently but broadly
- Need a tax system that taxes more than a person's salary
- A "nanny tax" – if you can afford to send your child away, you can afford anything
- Implement a Hat tax on income, similar to Hong Kong while exempting those exempt companies from tax
- Consider special short-term tax to cover specifics, e.g., post-hurricane and extra 5% import tax for X months to fund putting all power and telephone cables under ground. Short-term tax on petrol to fund sidewalks
- \$100 dollars is too little for duty free. It used to be \$250 and should be again
- Tax breaks to small businesses
- Take death tax off the books
- Put death tax on the books
- A fairer system of revenue generation (maybe income tax) should be looked into as it could help the Government provide better and more services, e.g., healthcare (*also see Social Support Services*)
- Foreign children should not have free education. The parents should have to pay for schooling. That will help Government collect more revenue

- Have a boarding school tax (if you can afford to send your child away, you can also afford to fix up the education system that exists here)
- Bring in more money by imposing tax on money wired overseas by expat workers. Have expats pay for public school education
- Tax goods after they are purchased – not before. Keeps businesses up and running from tax flow
- Get rid of duty and introduce sales and income tax
- Decrease amount of duty on essential goods

Address balance of wealth (*also see Education, Economic Opportunity, Workforce*)

- Hire economist to deal with the balance of wealth issue. Perhaps impose HUGE fees on the international companies, luxury cars, liquor, estates
- Need to change the balance of wealth
- Need to compare public/private sector wages
- Establish a minimum wage

Discourage further economic regulations

- There should be a moratorium on new Government regulations
- Stop protectionism. This is a global economy
- Eliminate protectionist regulations. Competition is healthy and brings better quality goods and lower prices and a higher caliber workforce. Eliminate monopolies, work permits and embargos

Economic inclusion (*also see Economic Opportunity, Youth, Workforce, Bermudian/Non-Bermudian Mutual Respect, Race Relations*)

- Need to find a way to engage youth and involve them in the economy
- Remove unequal lending practices

Sensibly manage and protect the economy (*also see Governance*)

- Need to manage the developed economy
- Safeguard this economy from radical changes by those in authority. Straighten out Bermuda's finances and stop trying to fool the Bermudian public with lip service
- Protect foreign exchange
- Not sure that Bermuda's economy should grow – not at present with overcrowding, pollution, and housing problems

Teach people to better manage money (*also see Education*)

- Start teaching money management – wants vs. needs
- Teach money management – many consumers do not plan to fail but they fail to plan. They do not save their revenue. They spend it on things that depreciate in value instead of increasing

Other

- Focus on reducing – not increasing the economy

- The country's debt is too high
- Change our mindsets and stop being so greedy (*also see Changing Our Thinking*)

International Business

International Business in Bermuda is impacted by and impacts upon many other issues. Also see the following sections: Economy, Economic Diversity, Economic Exclusion, Anti-social Behaviour, Transport, Waste, Housing, Bermudian/Non-Bermudian Mutual Respect, Workforce, Cost of Living, International Business,

Issues/Concerns/Perceptions

International business impacts Bermuda (positive and negative) (*also see Bermudian/Non-Bermudian Mutual Respect, Bermuda For All, Workforce, Economic Opportunity, Anti-social Behaviour, Transport, Housing, Waste, Water, Energy, Population*)

- Exempt companies do their bit – and contribute hugely to Bermuda's charities and institutions
- Brings in money which keeps us going, and keeps everyone relatively happy
- Provides many Bermudians with a good quality of life
- Quality of life and standard of living are dependent on international business. Don't rock the boat
- Any international business hires many Bermudians and wants to hire more
- Any international business is afraid to not hire Bermudians
- Negatively impacts Bermudians as priority is given to international business above the concerns and social welfare of the Bermudian people
- Each employee brought in to work places additional strain on our infrastructure. We have our fair share. Enough is enough
- International business has skewed and strained our housing market – making more difficult for Bermudians. Some more than others
- International business only helps certain people – parliamentarians, land owners etc.
- Has led to overpopulation
- I am concerned that more exempt companies and more wealthy expats is what we really want or need
- Has increased traffic, uses energy, water, and creates more waste
- The Government has priced Bermudians out of the market by catering to exempt company workers. The unreal inflation is killing us
- International business has raised prices, making tourism more expensive

Regulations (*also see Economy*)

- Concern that we are placing too many restrictions on business
- International business isn't regulated enough. Needs to pay more back to the Bermudian people

Economic vulnerability (*also see Economy, Economic Diversity*)

- We are selling ourselves to international business. We are so vulnerable to a few big companies that have come in
- Be aware that companies that do not have the interest (humanitarian in our people and communities) will only continue to exist for economic vacuums for Bermudian people. These companies must be hard-balled into having humanitarian interests for the community that they vacate in and now potentially own
- International companies, have no loyalty to Bermuda

International business and our way of thinking (*also see Changing Our Thinking, Waste, Economy*)

- One could say that because of all the money international business has brought in we have become victims of our own success. We have become materialistic
- Our success could become the start of our downfall. It seems the more successful we become the more we risk losing law, order and stability – Bermuda will then lose both its international business and tourism bases and destroy the prosperity

International business and environment/Personal safety (*also see Environment, Land Use and Planning, Anti-social Behaviour, Social Support Services*)

- International business will no longer want to be in here if Bermuda is unsafe, and doesn't have a healthy environment

What should be done? Suggestions/Solutions

General

- Need to protect international business
- Is the bread and butter. We need to foster through stability and security.

Bermudianise the industry (*also see Workforce, Education*)

- Attach condition of training to all work permits
- International business should be made to hire a large percentage of Bermudians
- Give Bermudians extra training to get top management positions
- Make it a requirement that exempt companies hire recently graduated Bermudians to give them the work experience they need.
- Promote financial jobs for numerate bright students

Minimise impacts on infrastructure (*also see Housing, Transport, Consumption, Economy*)

- If they wish to come here bringing overseas staff should be prepared to ensure they are not depriving locals of housing, school places etc. Therefore tax international companies (small amount so not to drive away)
- Foreign companies must not isolate Bermudians into high rents for apartments. NO potential for shares in all of their companies.
- Address the way they inflate the housing markets

- International business workers should be required to carpool – are provided with a company bus
- We need to restrict the influx of international businesses. Each employee brought in to work places additional strain on our infrastructure
- Government should limit the number of new international companies per year
- Limit international business

Diversify the economy (*also see Economic Diversification*)

- Look for alternative to international companies, they have no loyalty to Bermuda
- Decrease our dependence on international business

Maintain a business-friendly environment (*also see Economy*)

- Maintain a business environment so international companies will want to come here and stay here
- Give international business the security they seek in order to ensure their permanent domicile in Bermuda. Don't price them out of the market, don't make it so difficult for them to do business in Bermuda, and above all drop the independence issue altogether. Why are we biting the hand that feeds us?
- Change detrimental policy to international businesses
- Government needs to provide policies that encourage international companies to do business here. Leave independence issue alone. That only creates fear and instability

Encourage all businesses (local and international) to act as responsible citizens (*also see Transportation, Waste, Training and Learning, Workforce, Bermuda For All , Race Relations*)

- Provide encouragement and incentives for all businesses to assist in improving the under privileged
- Should be joint public/ private initiatives. Helps maximise benefits for Bermuda as a whole
- All businesses in both the private and public sectors need to do more to encourage and train young entry-level applicants
- Joint venture between Government and private sector to develop programmes (e.g. scholarships) to encourage academic and civic excellence
- Use the business community to assist in raising the level of skills among Bermudians. On a voluntary basis business might allocate a % of profit to raise Bermudians to become professionals, accountants, pharmacists etc. and employ some of these on a 3 or 6 month residency to learn on the job
- Businesses can start by reducing the excessive hours that employees have to work weekly. In turn residents will start to appreciate their lives and the island more with less stress
- Business should be encouraged to have family friendly policies such as flexi-time
- Develop car pooling schemes
- Follow the guidelines set out by CURE to encourage more diversity in the workplace
- Businesses should be encourage to donate money where it is most needed

Tourism

Tourism in Bermuda is impacted by and impacts upon many other issues. Also see the following sections: Economy, Economic Diversification, Environment, Anti-social Behaviour, Workforce

Issues/Concerns/Perceptions

Quality of tourism product

- Our product doesn't compare to other destinations
- Bermuda risks losing image as a tourist spot
- The tourism industry has evolved and Bermuda hasn't kept pace
- We have a tired tourism product
- Tourists love it here. I am concerned that they may start to go home with a bad taste in their mouths
- International business is drowning out tourism
- Tourists won't come if there is nothing to do. Tourists need things to do
- All old ideas – aren't keeping up with the times

Cost of tourism (*see also Cost of Living*)

- Bermuda is no longer a competitive tourist destination because prices are so high

Service quality

- Many tourists are put off by poor service – poor value
- There are no customer service techniques used. Feel like doing business a favour instead of the other way round
- There is a lack of pride in tourism and in Bermuda in general

Tourism and the environment (*also see Environment*)

- Tourists will definitely no longer want to come here if the environment falls apart

Tourism and crime (*also see Antisocial Behaviour*)

- Tourist safety is important – and is in jeopardy
- Drug-related crime threatens to destroy desirability as a tourist destination and financial centre

Prioritising Tourism

- Don't let tourism stop you paying attention to the people of Bermuda.
- Tourism is no longer employing locals
- Whatever is helping Bermudians will also be in place to help visitors (*also see Family and Parenting*)
- Too many tourism condos. We need homes for Bermudians (*also see Housing*)
- Not going to get back to the numbers of tourism's heyday
- Too much money is dedicated to tourism

- Don't let tourism ruin our beach and environment. Don't build on beaches (*also see Environment*)
- Lots of non-Bermudians employed in the tourism sector – some hotels have majority non-Bermudians. This has impacts across the island
- Are we forgetting to question how is this (tourism development, etc.) going to really help the average Bermudian?

Tourism jobs (*also see Economic Diversity, Workforce*)

- Not enough young Bermudians in the hospitality sector
- With tourism comes a variety of jobs accessible to Bermudians. Risk loss of these
- International business has taken over tourism. Not always good for Bermuda as a whole
- Everyone cannot work in international business, earning huge dollars. Tourism provides diversity in jobs

Tourism impacts on the Island

- Need just 3 cruise ships per week. Presently island is getting overwhelmed with passengers wandering round, particularly in St George's
- Tourism needs to know carrying capacity of the island

Cruise ships

- The cruise ship companies are ruining the islands to the south and are not putting much into improving the islanders' standard of living. These companies encourage passengers to do all their spending on board
- St George's is already overwhelmed by the 2 ships now. Too many people wandering around all week very stressful for residents for 6 months of the year. One ship would be fine
- Dredging of Two Rock and Town Cut will create major problems with the environment, and larger cruise ship with more people not truly needed
- Regular land visitors avoid Bermuda when it is overwhelmed with passengers wandering all over the streets and shops not spending anything
- Bermuda needs cruise ships. It is keeping tourism alive because it the only way people can come to the island rather inexpensively
- I am 100% opposed to the widening of Town Cut, St. George's and Two Rock passage to accommodate mega cruise ships. Bermuda is TOO small to cope with the numbers of people involved, plus, the permanent damage done to the two harbours is an unacceptably high price to pay. Surely we do not want to spoil the beauty and charm of this island by destroying the very things that have made it special

Solutions/Suggestions

Revitalise the tourism product

- Stop spending money to bring in visitors to the island. Spend it here to improve and add new thing to benefit the tourists. We have a tired product
- Need to make working in tourism fun again – encourage ideas. Encourage entrepreneurs

and exploration of global trends and technologies.

- Encourage fresh ideas, to revive a high quality product
- Offer a superior product
- Eco-tourism, marine tourism, sports tourism need to be explored
- Tourism must be bolstered and casinos are the way to go
- Need to further develop tourism
- Need to get back to quality tourism

Improve accommodations

- Need new hotels
- Improve the quality of existing hotels
- Rate hotels to force accountability
- Publish a best and worst list to encourage owners to take responsibility

Decrease costs

- Take a serious look at the cost of getting to Bermuda and hotel costs
- Keep the cost of a vacation down
- Regulate room rates
- Create a more affordable holiday with package deals.
- Purchase airline – Call it AIR BERMUDA – low cost flights to residents and visitors will force monopoly of BA to bring down prices or group of businesses to purchase. Win-win situation
- Need to lower flight costs (especially to Canada)

Develop more things to do (*also see Family and Parenting*)

- Bermuda needs a PGA golf course
- Turn Casemates into a tourist attraction
- Entertainment in bar restaurants – live music, etc.

Improve service attitude – knowledge of Bermuda (*also see Changing Our Thinking, Loss of Culture, Workforce*)

- Need to revive a sense of pride in tourism and working in the industry. Good service is an art form not servitude
- Provide training for tourism industry– need customer service to be a concept for bus drivers, shopkeepers, etc.
- Workers in this field should be made to do a course on Bermuda history
- Local staff needs more training to assist visitors properly
- As we are attracting European tourist persons in the industry should be learning additional languages
- Train employees on the importance of good service. This is what makes people come back and recommend

- Send employees overseas for training in top resorts around the world

Tackle crime (*also see Anti-social Behaviour*)

- Need to focus on eliminating crime activities on tourists

Tourism marketing suggestions

- Launch Government initiative to re-launch Bermuda as a holiday destination of choice
- Focus on the high-end business and ensure visitors are provided the level of infrastructure and services that they expect and are willing to pay for. Bermuda is too small to try to please everybody and it makes better sense to pursue quality over quantity
- Less cruise ships more hotel visitors
- We need to encourage youth tourism such as college students (have specials)
- Have family vacation specials – good memories bring people back
- Encourage tourist on smaller ships, and air passengers

Increase tourist spending

- Increase the quality of visitors
- Restrict cruise ship passengers use of onboard facilities – so they have to use more Bermudian services
- Increase air arrivals – air passengers spend more

Bermudians working in tourism (*also see Workforce, Education*)

- Put Bermudians in hotel industry as owners and managers
- Promote tourism in the schools
- Encourage youth to enter tourism and make aware of the varied opportunities that exist in the industry

Get advice from experts in the field

- Put our egos in a drawer and realise that if we don't have the addresses we should go find someone who does
- Import more world class talent and develop better tourism venues

Future for tourism

- Tourism development needs to be thought through
- Tourism should only be maintained to the level to keep in place our travel infrastructure for international business. That is where the future is
- We should stop building more and more tourist accommodations. We can't even fill the ones we currently have

What should be done about cruise ships

- Need a cruise ship policy

- No to mega ships
- Smaller cruise ships
- Tourism should be developed further – however not for the mega ships. You should not destroy the natural beauty of the entrances to our harbours
- Develop docks in Dockyard; make that the main port with improved ferry service into St. George's and Hamilton.
- Put cruise ships at Morgan's Point
- Keep all cruise ships in Hamilton and St George's. Panamax and post-panamax ships only in Dockyard if at all
- Don't bring in mega cruise ships except at Dockyard,
- For information on cruise ships look at policies followed by the BVI
- Cut down cruise ships

Other

- Responsibility for increasing air arrivals and occupancies should go to the hotels

International Relations/Independence

Comments/Concerns/Perceptions

- Why are we not learning more from the best practice of other small island communities
- Bermuda forgets that it is part of a larger global community
- Bermuda needs to look at sustainable development independence or not
- Most Bermudians are not interested in independence
- We should have an independent country
- UN to visit Bermuda for independence but ABIC is criticised for sticking their nose in – a group with far greater insight into the well being of Bermuda
- Insurance industries have indicated that they will relocate if Bermuda went independent. Without their income there wouldn't be any chance of bettering our quality of life.
- With independence we are going to end up like Jamaica
- If Bermudians are educated to a high standard then they are capable of becoming independent

What should be done? Suggestions/ Solutions

- Bermuda must keep learning about innovative practices used in other small island nations
- In this global world Bermuda must try to maximise the benefits and learn from global best practice. Also it should learn from the mistakes of others
- Bermuda should welcome people from other countries to learn about some of the unique practices we use. (i.e., water collection)
- Keep British heritage, change connections with Cuba and the Caribbean
- Get rid of Caricom – we were never part of the West Indies

- Don't let Cubans come here. Our US links are too important...
- Explore other jurisdictions not merely Caricom for niche markets
- Closer relations with the USA– stop wasting money with CARICOM
- Protect Bermuda from global organisations like HSBC which are only concerned in the bottom line – hence the loss of Trimingham's and Smith's and more to follow
- Bermuda must always remember that although we are isolated we are part of a global community and have a responsibility
- Materialism is related to Bermuda's ignorance of how we fit into the greater world picture
- Do not cut ties with UK– we need these links as we are so small and isolated. Linking with the Caribbean would only run this island further down
- Get rid of Brits and their colonial attachments and attitudes
- Instill a national unity by persuading the voting public to buy into independence
- The island should be preparing for independence because independence will be coming in the near future. It is better to be prepared
- Need a referendum
- Stop pushing independence until a referendum is held

I think we need to start some kind of industry other than business and tourism before considering independence. If you look at an atlas 95% of independent countries have resources, e.g., gold and still are very poor. We can not even produce enough basic foods to sustain us, that is not independence

Governance

Governance is an issue central to sustainable development, and therefore impacts all other sections

Issues/Concerns/Perceptions

Government delivery

- All talk and no action
- Too much lip service. Too many committees. Too many incompetent people are appointed to important posts
- Government doesn't walk the talk
- There are ministers in place who are not capable of doing the job
- Private sector is always for efficient than Government
- Government is not doing what they say except in an election year

Civil Service

- Lack of good leadership at senior levels in Government
- Non-accountable work ethic of the civil service
- Too many Government departments doing the same function – while we still need better service from Government offices

- The civil service needs to get its house in order, too many situation go unfinished. No accountability

Accountability

- In Bermuda wrong doings go unchallenged and no one is held accountable for their actions
- Ministers aren't held accountable
- Government continues to pass the buck and fails to take responsibility for its actions
- Lack of responsibility by a Government to find those accountable and hold them accountable
- Lack of transparency and openness means that no one can be held accountable
- There is corruption within the present Government
- Open lack of accountability and corruption
- There will be no trust until the truth is told
- Corruption in Government, e.g., Renee Webb commission on pensions, planning permission granted at random
- Corruption must go. Where is the \$700,000 Berkeley bond
- Politicians need to be open and honest with the people of Bermuda

Using Government resources

- Too much Government spending
- Government needs to stop spending on fancy material things
- Bridge on the causeway does not need repairing. What did Government use money from USA for?
- Government is growing too large

Political will

- Government will not make the hard decisions regarding the project
- Even now with massive overcrowding, transportation gridlock and pollution most people and politicians are not prepared to face the problem
- Bermuda is too small to allow everybody to do their own thing
- Government isn't prepared to make the hard decisions– therefore need to move the debate away from the political arena

Government and the people of Bermuda

- Government is doing an appalling job in looking out for the Bermudians
- There is a belief in the present Government that they are not answerable to the people
- Government and Opposition attitudes towards low income and homeless people, esp. the elderly are horrible
- I feel that I have no access to the Government and like I can't voice an opinion. There is a lack of grassroots activities to get people involved
- Government perceived as corrupt and uncaring

- Government tends to only be concerned with the black cause. What about the rest of Bermuda. Make the playing field more equal via education and let people take their own road to success
- Government isn't looking after residents who can't eat, pay rent or own a piece of the rock
- Being very biased to 1/2 of the population

Personal gain

- Persons in power on both sides of the divide have used office to gain wealth and power
- PLP black leaders do not care about Bermuda. Only their own wealth and fame. They should resign
- Government only does things to put money in own pockets
- Too many members of this Government have made it very evident that they only care about themselves and their immediate friends
- MP's need to remember that they are temporarily elected to serve the needs OF THE PEOPLE. Not to look out for own best interests
- Too many in Government are out for themselves. NO one seems to be accountable for obvious infractions

Government and leadership

- Government has a responsibility to take the lead
- Tackle hypocrisy in Government
- Government officials are the ones who should be setting the standards
- Civil service doesn't adhere to its own standards and sets very bad standards in regard to equal opportunity and hiring process
- Do as I say, not as I do – does not work
- Government fails to lead and sends mixed signals
- Currently rule through fear rather than through earned approval of electorate
- I am not hopeful based on recent history – but perhaps I can be surprised

Working in partnership

- Government needs to stop being so dictatorial. Talk like human beings and not wanting your own way. Some ministers are impossible to deal with
- The ruling party regardless of which is in power does not have a monopoly of good ideas or solutions

Government/ the system of governance and community divides

- The PLP perpetuate the racial divide in Bermuda because of their enormous chip on their shoulder
- We cannot have a Government that runs a reelection campaign on racial innuendo
- If those who govern us do not produce results that make a difference to our quality of life then there is little chance of everybody working collectively for the future of Bermuda, because we are too busy blaming each other for what goes wrong

- Political split down race lines does not help matters. For most people not an issue, but for other it is still very big
- Most people now vote black or white. Not PLP, UBP. We are too small to have two parties

The political system itself

- There is a political short-sightedness which results in 4 year programmes rather than long-term meaningful planning
- The political system should promote consensus politics not confrontation between politicians
- Westminster system of Government does not work in Bermuda. It prevents the parties from collaborating on solutions to Bermuda's problems
- Westminster system doesn't work on island this size
- Party politics does not work in Bermuda

Political parties

- get the PLP out of Government before they destroy Bermuda
- I believe the PLP is going a good job
- The UBP could not get it right in 30 years and they have not given the PLP a chance to prove their worth. The media is very biased

Character of leaders

- Many of our politicians and church leaders have questionable life styles. Are they the right example for our young people?
- Lack of moral standards
- Hostility and arrogance of politicians
- Low moral standards
- Current politicians are a joke

Vision

- There is a complete lack of vision on behalf of both Government administrations

What should be done? Suggestions/ Solutions

Government should deliver

- Government must DELIVER on promises
- Stop talking and make things get done
- Run Bermuda like a company and stop short-term profit seeking projects
- Government needs to act quicker. More services should be available on line
- Initiative schemes should be called "enforced development schemes." Enforce good ideas to be developed and marketed
- Make Government become more results oriented
- Good leadership– right now it is all talk and excuses not enough positive action

Make the tough decisions

- Government has to be strong. Slow economy, say no to some growth at a political cost
- Have a Government with a fixed term whose only goal is improving society – even if this means strict regulation of locals and expats. Bermuda is too small to allow everybody to do their own thing
- Just make the hard decisions and deliver. That is what you are elected to do. Government at some point must just say NO to the people of Bermuda on some issues.

Improve the accountability and delivery of civil service

- Make civil servants accountable for how they spend their time
- Those who are not pulling their weight should go
- More auditing of Government departments
- Fire civil servants who have participated in corrupt activities
- Overhaul Bermuda's civil service. It is antiquated, wasteful and regressive. The same is true of the Unions. Bermuda must bring its institutions up to date with the rest of the developed world which are our competitors
- Government needs to have succession plan in place soon before valuable talent leaves the civil service
- Increase the capability of the civil service to deliver
- Directors and PS's need to have responsibility of make sure that the talent in the departments is trained to succeed them
- Auditor General needs to strengthen and enact recommendations
- Pace of civil service decision making needs to be thoroughly and independently reviewed

Ensure Government resources are used responsibly

- Reduce Government spending
- Cap the amount of money that is allowed to be spend by MP's. Limit trip and unnecessary things
- Works and Engineering construction division should be closed and all work put out to public tender. Great for small business
- Need open bidding for all Government contracts
- Government members need to stop spending taxpayers money
- Need less Government involvement. The private sector is always more efficient than Government
- Reduce the civil service

Heighten levels of accountability– general

- A concerted effort to tell the truth in a timely relevant manner is needed
- Please just admit mistakes when required
- Address the issue of corruption in Government
- Change Government corruption and spending. We are a success story to self destruction

- Fire politicians who have participated in corrupt activities
- Government should pass anti-corruption legislation. BHC was a joke. The rumours of the Berkeley project

Third party “watchdog” needed to increase accountability

- Independent corruption body with powers to investigate and recommend prosecution
- The Government needs an ombudsman or some impartial authority to keep an eye on what is a scam
- When there is suspected fraud/ stealing within Government departments send in an independent body to investigate
- Civil society groups need to become more organised and much better at voicing their concerns and hold Government accountable for its actions

Encourage transparency/ lay out conflicts of interest

- Conflicts of interest need to be exposed
- All conflict of interest should be disclosed – list all personal interest in companies and investments
- Need a formal policy on interest disclosure
- Need full time politicians without special interests

Public progress reports – force accountability

- Monthly progress reports from Government, detailing latest progress on critical issues facing Bermuda. Does not seem like we are tackling the issues with any measured success
- Publish specific action plans with time scales and deadlines and then implement. When people see action they want to participate. Too many projects are just words and no action

Need to strengthen partnership

- Spread messages that are less we and more us
- Increase transparency, consultation, inclusiveness, deliver on promises, have prudent fiscal management – this will lead to a collective effort to better the future of Bermuda
- Government must lead and govern in a way that all concerned will have sufficient faith in what they are doing so all will join forces and work together
- A less intrusive bureaucracy could encourage working together
- Encourage win-win situations, where solutions work towards mutual benefit. There is a lot that we have in common
- Trust will be built as Government establishes a track record of logical decisions
- Through leading by example Government can encourage partnership
- To encourage better interaction between public and private sector the people of Bermuda need to see some ACTION on the part of Government. Steps towards achieving solutions to dire problems
- To encourage interaction between Government and private sector Government needs to stop being so dictatorial. Talk like human beings and not wanting your own way. Some ministers are impossible to deal with

Increase partnership between political parties

- Bi-party cooperation needs to be encouraged
- If the UBP would work for benefit of Bermuda instead of trying to tear PLP down it would help a great deal
- It was heart warming to see Derek Burgess and Wayne Furbert come together for a common cause. That is what it is all about
- Government and the Opposition need to work better together
- To see both parties working side by side for the good of Bermuda being respectful to each other being respectful toward the law Not everything that happens to us points to racism. We need to work toward the good of all Bermudians as one nation without colour

Improve Government's interaction with the public

- Need to increase communication between cabinet and the community in order to start the process of a national problem solving methodology in the community in generally
- Listen to the masses and respond in such a way as to show that you (the Government) is paying attention and care about our input
- Government needs to make every effort to be inclusive and consult the people
- Government reps need to be seen more in the community
- More consultation with stakeholders
- If the Government can deliver on all the issues raised in the questionnaire and make educated intelligent and non partisan decisions then the rest follows naturally. People follow those that they trust
- Government officials need to get out among the people more frequently and in less a bureaucratic manner
- Politicians are poor role models – need to show leadership and stop playing groups of people against each other
- Government should do more grassroots activities to get people involved
- Get referendums from the public before spending millions on big projects. Let the people decide where we need to spend money. Get ideas from us with critical problems like we can't justify projects like the national stadium and Berkeley. New GP cars etc. That money could have solved a lot of issues the country has and such a small percentage of the population is going to benefit from a sports stadium

Government needs to lead by example

- Government should practise what it preaches
- Smaller cars for Government members and less expenditure for Government personal travel will encourage residents, the private sector to work with Government
- Follow CURE if you expect everyone else to

Change Government system

- Need to change the Westminster form of Government
- Change system of Government away from Westminster system to proportional

representation so that next generation of politicians work together for mutual benefit of Bermudians

- Try and instill a problem solving methodology within the Cabinet
- Adopt a different, more collaborative system of Government
- Each parish needs to take more control
- Change political system
- Bermuda needs to go independent
- Bermuda cannot afford independence
- Get rid of political parties
- The constitution need to be re-written as it is not inclusive enough

Encourage accountability and ethical behaviour of leaders

- Require a far higher standard of ethical behaviour from our politicians
- Kill, torture, and send current politicians away.
- Need enforcement of a code of conduct
- Select people to lead who really care about people. Not so much those with academic qualifications
- Get rid of stupid politicians
- Replace Government official that have a race agenda (all races)
- Make politicians accountable by introducing a code of behaviours. Give the Ombudsman, power over Cabinet members; they are the most corrupt of the lot!
- Protect Bermuda from egotism by people in ruling places
- Have responsible and positive comments from Government and premier

Take action with the good of all the people in mind

- Develop a shared vision. Need shared leadership (without the politics) on the future direction of Bermuda in addressing the countries issues
- Government needs to be progressive for a change to happen among the people. A more socialist approach to fight the greedy Bermudians. Income taxes. Limits on cars. Tax people if they consume lost or energy and water. Give incentives to people who are consuming responsibly
- Everyone (including and especially Government) needs to do what is best for country – not just for yourself and your friends.
- Need to have a Government that is 1. Truly transparent, 2. Working for all Bermudians – regardless, 3. Concerned and listens to all views, 4. Less concerned about themselves and their importance
- We need a Government which is truly representative of all Bermudians. Regrettably this is not where the current Government is historically of emotionally. They need to abandon the divisive rhetoric it they truly want to work together
- Unfortunately Bermuda is mired in a political divide that uses race as an excuse for almost everything. You cannot change race, we all belong to one race or another and that will never change, But you can change the environment which the races are brought up , live, and die. So forget the race card, focus on the issues and the rest will take care of itself.

- Government needs to promote harmony rather than the divisive defensive tone that seems to be the order of the day
- Government needs to stop this pay back attitude towards white people and white businesses and trying to get theirs.
- Stop talking anti-white, anti-Asian, anti-Portuguese etc.
- Government needs to treat all people as equal!
- Hound them and put them in jail or take their businesses away. They should not take money from employees and not pay it where it should be going

People are too reliant on the Government

- People blame the Government for everything. They need to get off their rear ends and help themselves
- People should not be dependent on the Government all the time. They need to do things for themselves and stop complaining

Other

- Want the old Government back
- Need to reduce political powers of private sector (lobbying)
- Government needs to be less confrontational
- Need better controls over certain national bodies – e.g., BTFA – to ensure all areas of society are fairly represented
- Again, I repeat the need to look ahead instead of backwards. Learn from history and move on
- Have politicians stop playing the race card whenever it suits them. Stop harping on the past
- Cabinet need to get a grip on reality particularly the depth of the problems that exist and the extent of external forces on Bermuda
- Government is not following up on the people who owe them money, i.e., payroll tax, social insurance, those who have stolen from Government
- Stop talking negative if something is said and it is negative, find a positive solution