

We envision that all people in Bermuda are healthy, independent, financially secure and connected to community with equitable opportunities for all.

SOCIAL CONTEXT

Centennial Bermuda Foundation acknowledges structural racism in Bermuda. Our historical and cultural roots created and perpetuate biased judgments, social and economic divides, and inequitable access to opportunities and outcomes in our community.

RESPONSE

Centennial Bermuda Foundation has identified four spheres of influence with an intention to help heal, improve, inspire and re-balance the Bermuda community to be a dynamic and fair-minded place to live and grow.

VALUES

Value of relationships: The Foundation recognises and values the central place of healthy relationships in our lives. From our families to our larger community, it's how we interact and what we can do together that will have a meaningful impact on our society.

Value of thoughtful decision-making: The Foundation values a thoughtful and discerning approach to decision-making. The need for changes in society's structures is balanced with the value of personal transformation. The importance of organisational stability is balanced with the value of innovation and risk taking.

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EMPLOYMENT

& BUSINESS FOCUS

CAREER & LIFELONG LEARNING

Value of research and understanding: The Foundation appreciates the importance of proactively seeking to understand the dynamics at work in our community, as well as the larger world. We value research and reporting as the means to deepen our knowledge and strengthen our focus for giving.

Value of equity: The Foundation places a high value, not simply on equality, but more importantly on equity. People do not all start on a level playing field, so we consider how to offer universal benefits for everyone, while targeting special support for those with need. This concept is sometimes identified as 'targeted universalism'. Our decisions can profoundly affect people's lives and we approach this responsibility with integrity.

Dialogue with employers on

equitable and best practices

in hiring, promotion and

employee development in the Bermuda context.

Dialogue with public and private

agencies on options for

alternative financing.

Training for small businesses

and entrepreneurs.

Dialogue with public and private

organisations to determine the

status of financial literacy

training in Bermuda.

Vulnerable persons have career

guidance, employment readiness

and workplace exposure.

Those at risk of school or work life failure receive individualised services relating to personal empowerment.

Annual scholarship funding

is a priority commitment for

the Foundation.

Emphasis is placed on

the value of education

and parent engagement.

STEAM subjects are

actively supported by

community orgs.

Social/Emotional

Learning is a key part

of ECE programmes.

Nurturing approaches for

parenting and caregiving are

supported, and there is early

intervention for those at risk.

recreational activities.

Services for those with

multiple complex needs

must be coordinated.

that bring them together and

cultural resources that enlighten

their understanding of Bermuda (see Public Ed).

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SCHOLARSHIPS

EDUCATION

HEALTHY

FAMILIES

All Bermudians have equitable employment opportunities, work satisfaction & financial security.

Bermudians are supported

with options for access to

post-secondary education.

independent thinkers who

are socially aware and

productively engaged.

People in Bermuda

have complete physical, mental, social

and material well-being.

Employers have equitable employment practices.

There is equitable access to a range of innovative, short-term and long-term financing options.

> Small business owners and entrepreneurs are nurtured and supported.

All Bermudians are financially literate so that they are able to budget, build savings and develop a long-term plan for financial security.

Bermudians receive support and respect to engage in the entire spectrum of employment options.

Information on career opportunities, requirements & compensation is freely accessible & well-advised.

High-quality opportunities for personal and professional lifelong learning are inspiring and available in all spheres of life.

People lead purposeful lives with equitable tertiary education. opportunities, as

> People in Bermuda have opportunities for

All children have a strong foundation for learning with

All children start life with the resources, support and nurturing

Bermuda has a comprehensive approach to wellness for everyone, so that healthy relationships flourish, the stigma of mental illness is removed

People who experience disadvantage are on the path to lead productive, independent lives. people to create workplaces that are respectful and non-punitive.

Training for those who manage

Procedures/policies for alternate financing options directed to small business owners.

> Mentoring, networking and support exists for growing businesses.

Financial literacy training and support is available for everyone

(school-age to seniors).

Unemployed & underemployed people have access to re-training and financial literacy.

Public school students have effective middle & high school career guidance/mentoring.

Students are encouraged and advised on how to apply for scholarships on

www.scholarships.com.

Students with specific challenges develop strong skills in Literacy and Numeracy.

Students have inspiring, hands-on, out-of-school learning experiences, including high-quality arts education; cultural resources to enlighten understanding of Bermuda and recreation to unite

For young children in low income families, programmes emphasise

readiness to learn and inquiry-based approaches.

Environments for children are safe, healthy and stimulate learning.

Addictions, conflict resolution and

Diet, exercise and stress management are effectively intergenerational trauma issues addressed including are effectively addressed. lifelong engagement in

A comprehensive social safety net ensures low income families have support for food, housing, mental health, employment & finances.

People have lifelong engagement in cultural, artistic and

recreational activities

(See Health and Wellness).

Students have high quality arts

There are multiple, convenient locations, with suitable amenities, for community activities.

Affordable programmes/events for the arts, recreation and culture are thoughtfully planned, well run and financially viable.



The entire Bermuda community participates in activities that create a sense of belonging.

People in Bermuda value, respect and celebrate a wide variety of cultural, artistic and recreational activities that are welcoming, vibrant and

accessible to all.



People appreciate the value of the

arts, recreation and culture to community life, personal development and the economy.

The history of Bda's peoples and culture is researched, documented, shared and taught.

People are well-informed about the significance and locations of Bda's natural and cultural environments/ activities.

Natural and cultural environments are preserved, maintained, restored and protected so that they are welcoming and accessible.

An on-going commitment to provide scholarships for a wide variety of career options.

> A high-quality Public School System supports the diverse capabilities of all learners and enables them to pursue

Experiential Learning.

effective Early Childhood Education (ECE) (ages 4 – 8.)

that will enable them to lead healthy lives into the future (from conception to age 3.)

and people take personal responsibility for their health.

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RESILIENT

COMMUNITIES

HEALTH &

PUBLIC EDUCATION

FOCUS

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EARLY CHILDHOOD

FOCUS