

**Responses to Q5: Expenses or Other Arrangements**

Question 5 asks what expenses or other arrangements could the City provide that would help people who face barriers to participation on City agencies?

**Responses by Theme**

Response	Total responses	% of responses
Transportation / Parking / Transit	26	36%
Childcare	18	25%
Food / Meals/ etc.	14	19%
Remuneration	5	7%
Training / Onboarding / Recruitment	3	4%
Remote access	1	1%
Other	6	8%

**Complete Responses by Civic Agency**

Identifying personal information has been removed but responses are otherwise unedited.

**Accessibility Advisory Committee**

- Having action plans to follow policy making. I think a lot if the recent policy for accessibility looks fabulous on paper, but policy is not helpful without general education within the dominant culture and action that takes the policy from paper to reality. We need to see actual, manifest change: accessible housing being the norm rather than the exception, job security, education to decrease racism, etcetera. To have the desire to engage with agencies, we need to see those agencies reflecting our needs and cultures. We need to see that, again, our work is taken seriously.
- DATS (transportation), basic costs (internet, cell, printers, ink, etc...)
- When we were meeting in person I thought it was very helpful that the City covered the cost of meals and parking for meetings. Continuing to be able to offer CART or sign language interpretation services for people who are Deaf or Hard of Hearing is also important.

### Anti-racism Advisory Committee

- Gifts cards to stores that sell ethnic foods or contemporary stores; for Edmontonians living rough, access to technology for them to participate in meetings online.
- Parking, food, childcare
- child care, travel (if required)
- Possible bursaries for further education (in the appropriate subject), or financial aid with technology (Covid barriers)
- Transportation, childcare, food (we received meals in person- but did not receive anything while meeting digitally), accessibility supports, interpreting for hearing disabled or newcomers
- Compensation for materials or resources that members use to prepare for meetings.
- Interpreting, childcare, accommodation for neurodivergent or disabled persons, food (in persons meetings had meals- digital had none)
- During my time ( . . . ), each participant (students, parents, teachers, administrators, community members) were given a free meal for each meeting that we attended. Because we were under Covid 19 restrictions, this meal came in the form of a gift card for skip the dishes or uber eats. Many people thought that that was a thoughtful gesture considering each meeting was during dinner time and most people involved were parents or students. A set amount of funds for each member to purchase dinner would be a great gesture for our city as well. I am ( . . . ) and they have negotiated a similar flat rate for each member that attends their meetings as well. I'm told that before covid 19 when these meetings were in person that meals were provided on site.
- Parking spots at city hall once the covid restrictions have been removed would be helpful as well as bus tickets or uber delivery for people who may have mobility challenges, or otherwise.
- If this committee remains online, any honorarium or remuneration would be greatly appreciated as many people involved are working full time jobs, or are full time students, or full time parents who bravely volunteered to do this work.
- People with mobility challenges should also have the choice of how they wish to participate in these meetings.
- Parents of young children might need other supports as well as getting kids to bed or to the dinner table or to do homework may be a challenge while doing this work.
- A discussion as to the frequency or length of time for each meeting could be helpful as well.
- The most barriers addressed through financial compensation, the more accessible seving on committees will be and the more diverse voices will be heard. Some examples include transportation, child care, interpreters/translators (if required), mental health support or options for

support if serving on emotionally draining committees that rely on lived experience, materials for serving on committees provided (ie pen, paper, etc if needed).

### **City of Edmonton Youth Council**

- Bus pass.
- Following from what I said above, I would say at the very least reimbursement for transportation (and parking if necessary) for civic agency functions, within reason. And I think overall remuneration would go a long way to breaking down these barriers and improving accessibility for all Edmontonians to make a real difference in their city
- Paid positions for at the very minimum the Chair, Vice-Chair, and subcommittee Chairs and Vice-Chairs is what I would consider the bare minimum. Oftentimes few people run for these positions because they don't have the time and don't consider it worth it, which can lead to a stagnation of people in power and the same viewpoints. Ideally paid positions for all VCMs would lower barriers to engagement considerably and allow more people to participate and engage with their community.
- More accessible and less intimidating selection processes, and more recognition for the work that we do. I feel that the application and interview process is not very accessible; there isn't an alternative form that applicants can submit their personal statements in other than typed out, so adding video or handwritten formats may be more inclusive. Additionally, there is very little advertising of CEYC positions offline and in marginalized communities where we don't have members spreading the word. Also, doing a phone interview with four City Councillors is a very intimidating experience for youth, especially those without experience in formal settings. I believe that we should receive more recognition for our work because of the scope of work that we do - representing all of the youth in Edmonton takes a lot of effort, and at times it can feel like it's an impossible task. Our compensation should reflect that a bit more, in my opinion.

### **Community Services Advisory Board**

- Cover expenses for parking, meals, travel, and childcare.
- Continue making transportation or reimbursements available who may otherwise have a difficult time meeting in person and finding childcare, integrating ways to virtually connect if meetings cannot be attended in person

### **Edmonton Combative Sports Commission**

- Basic training/orientation on board basics (e.g. how to run a board meeting, how to read a financial statement, how to do strategic planning, leadership training for chairs/vice-chairs etc).
- Expenses are fairly minimum. Some people may require child care or transportation.
- Providing for travel expenses and child care expenses would be a great step. Ensuring that committee members are not personally liable for adjudicative, legal decisions made by a board or commission, if applicable.

### **Edmonton Design Committee**

- Allow more member's of the public (rather than industry professionals) to have a spot on EDC
- Parking or transit, child care, meals.
- Better recruitment exposure, better communication on what each committee roles are and the diversity of the current committee members.
- I cannot add anything else that needed for online meetings. For in person meetings: room, parking and water/meal (if long meeting)
- No further ideas with respect to EDC. All members are nominated through their component associations.
- Increased remunerations allow people to make trade offs of their time commitments.

### **Edmonton Historical Board**

- Honorariums, providing access to equipment for virtual meetings.
- Meals for in-person meetings so that one does not need to worry about packing a meal to a meeting, as they are typically in the evenings during supper time for the EHB.
- Childcare. Remote attendance of meetings, for those who face challenges with travel.
- I think remuneration or an honorarium would be the most equitable way to encourage participation on civic agencies.
- Online meetings have really opened up opportunities. While in person meetings are wonderful, the online meetings help make things more accessible. There should somehow be a way to attend while online to an in person meeting.
- For in-person meetings, maybe travel and meal as meeting times often during dinner hour.

### Edmonton Salutes

- Things like parking or where there are potential for direct out of pocket expenses to be incurred in support of the committee work should absolutely be reimbursed.
- Identified budget and authority to expend same, accountability for results of expenditures
- Reimbursement of approved expenses related to the committee work
- None.
- Nothing.
- Free parking art city hall.
- It depends on what the 'barriers' are and whether these are mitigated by services provided routinely by other agencies or support organizations.
- Parking costs!
- meal provided, incidentals.
- I think remuneration is enough. If meeting is at meal time then provide a meal or compensate members.

### Edmonton Transit Service Advisory Board

- Transportation, technology, and a robust on-boarding process done by a city staff following the board chair's leadership.
- Transportation, child care, accessibility aids.
- Allow for phone participation in addition to video.
- provide food/snacks, arrange meetings so that they do not start during common work hours.

### Energy Transition Climate Resilience Committee

- Paying for child care or transportation?
- Childcare?
- When I joined it was indicated that expenses would be covered, such as parking and childcare. I think there are very important to allow participation. I also think other transport costs, such as transit, ride share or taxi's should be covered. I note that few of the existing committee members make use of this. My company pays for my parking when necessary. There may also be a need for some type of support for virtual attendance.
- Parking, accomodation, transit
- Child care expenses. travel expenses (if meetings are at City tower).
- Arrange meeting times to suit those who have restricted schedules (meetings times should fit with those with unmovable work hours)

### **Naming Committee**

- Certainly childcare arrangements for in-person meetings, more resources and support for the application process to assist newcomers, English-language learners, and racialized groups to be more successful at applying to civic agencies. Continuing with online meetings post-COVID 19 pandemics could really make things more accessible to younger citizens, but could cause barriers to older individuals who are not as computer literate.
- With meetings done virtually, there is very little that poses a barrier.
- Bus fare, reimbursement for parking.

### **Women's Advocacy Voice of Edmonton Committee**

- Child care, transportation, meals, remote access.
- Child minding services would be a major game changer for parents with small children and encourage them to participate in civic engagement processes. Coffee, tea, snack and meals at meetings and events would be great too once in-person meetings happen.
- Zoom, Google Meet, or online meetings have been an equalizer, but people do feel the limits of connection. Timing and family/work responsibilities can still be an issue, as is quality of internet connection. Transportation accessibility(e.g. for wheelchairs), ETS and LRT safety issues - for some committee members, a really reliable car service would be great.
- Childcare and transportation
- Bus or taxi vouchers, child care or remuneration for child care costs.