

Actions and Outcomes Aligned to Community Safety and Well-Being Task Force Recommendation - City of Edmonton Administration

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Recommendation 1: Move to an independent, integrated call evaluation and dispatch model, with representation from EPS, Emergency Medical Services (EMS), Edmonton Fire Rescue Services (EFRS), Community Standards and Neighbourhoods, mental health services, crisis diversion and key social service partners.

Initiative name	Description	Alignment to Task Force recommendation
Joint Dispatch System	Framework to move toward an integrated response to requests for services related to mental health, addictions and social issues.	<ul style="list-style-type: none"> The Joint Dispatch model aligns to recommendations from the Task Force. Due to the role EPS plays in dispatch and response, this work necessitates working with EPS as a critical partner
Actions and Outcomes: <ul style="list-style-type: none"> November 2021 - Developed scope for initial Call Evaluation and Dispatch Centre, including physical space requirements and identifying resource needs for City of Edmonton, EPS, external health and community services partners November 2021 - Initiated model for connecting individuals in need to long term support 		

Recommendation 2: Expand the number and use of crisis diversion and alternative policing teams.

Initiative name	Description	Alignment to Task Force recommendation
Community Outreach Transit Team Pilot Program (COTT)	Partnership between the City of Edmonton and Bent Arrow Healing Society to provide compassionate support for individuals experiencing housing, mental health, addictions and financial concerns to increase safety and reduce harm.	<ul style="list-style-type: none"> 2.2: Provide funding to expand community-led alternatives not led by EPS
Review of 24/7 Crisis Diversion Team	Ongoing review of REACH Edmonton's 24/7 Crisis Diversion work to identify program improvements.	<ul style="list-style-type: none"> 2.2: Provide funding to expand community-led alternatives not led by EPS

Anti-Racism Grant Program	A grant program to fund initiatives that raise awareness and drive action on racism and anti-racism in Edmonton.	<ul style="list-style-type: none"> 2.2 Provide funding to expand community-led alternatives not led by EPS
Community Safety and Well-being Community-Led Initiatives One-Time Funding	One-time funding for community-led initiatives related to Community Safety and Well-being	<ul style="list-style-type: none"> 2.2: Provide funding to expand community-led alternatives not led by EPS
RECOVER Urban Well-being	An initiative to improve well-being for people living at the margins, and residents and businesses in Edmonton, through partnerships (with REACH, University of Alberta, InWithForward and MacEwan University, and others), using social research and development, its well-being framework, and Indigenous teachings.	<ul style="list-style-type: none"> 2.2 Provide funding to expand community-led alternatives not led by EPS
<p>Actions and Outcomes:</p> <p><u>Community Outreach Transit Team Pilot Program (COTT)</u></p> <ul style="list-style-type: none"> In September 2021, the COTT pilot project was launched with two alternative policing outreach teams. In 2022, an additional four outreach teams were created. Since September 2021, there have been over 1100 interactions between residents and the COTT team to share information about COTT, make needs-based referrals, or provide transportation support In February 2022, City Council approved the Transit Safety Plan, including additional resources for the COTT pilot and enhanced safety measures and protocols - see report OCM01037 Transit Safety and Security <p><u>Review of 24/7 Crisis Diversion Team</u></p> <ul style="list-style-type: none"> In Q2 2022, REACH will begin implementing new protocols for the 24/7 Crisis Diversion service that are intended to result in reduced reliance on the Edmonton Police Service. These new protocols will be assessed and evaluated every 90 days beginning in Q3 2022. Examples of new protocols include: <ul style="list-style-type: none"> using data to determine where to deploy teams based on likelihood of social disorder incidents, protocols to reduce the number of dropped calls, safety measures that can reduce staff injury, training standards, improved collaboration between agencies, 		

- staff wellness measures, and
- improved communications with shelters
- In Q2 2021, REACH initiated an evaluation of technologies developed in consultation with the City of Edmonton to improve crisis response. The technologies include real time data collection, deployment dashboards, dashboards to assist needle collection and to predict areas where drug poisoning is likely to occur, and real time communications with shelters and other service providers. The evaluation of technologies remains ongoing to ensure they are user friendly, add value, and aid decision making. The results of the ongoing evaluation are reviewed by the REACH steering committee every 90 days.
- In partnership with RECOVER, REACH is prototyping a new role called “Connector” to connect cases identified by the 24/7 Crisis Diversion team to longer term interventions. The prototype is anticipated to be developed by the end of Q2 2022.
- In December 2021, Council allocated \$250,000 from the Edmonton Police Funds held in Financial Strategies to REACH. This funding is being used to continue prototyping the Connector role, fund the technology evaluation, and to bring together new and diverse groups and service providers to meet the increased demand and to enhance trauma informed service delivery.

Anti-Racism Grant

- In November 2021, City Council approved nearly \$215,000 in grants for 16 community initiatives to help non-profit and local grassroots organizations develop anti-racism projects and events.
- In 2022, Administration will apply internal and external feedback on the first cycle of grant approvals to inform process improvements and ensure the grant program meets the needs of the community.
- In Q1 2022, the Anti-Racism Advisory Committee initiated a review of the inaugural grant program. The review will inform any adjustments to the grant program prior to the second year intake of grant proposals. Review and program adjustments are anticipated to be completed in Q2 2022.

Community Safety and Well-being Community-Led Initiatives One-Time Funding

- In November 22, 2021 City Council approved funding to support several community-led initiatives including:
 - \$1.174 million for the Anti-Racism Advisory Committee grants process.
 - \$45,000 for the Sisters Dialogue/Edmonton Federation of Community Leagues Community Safe Walk initiative
 - \$81,000 for the African Canadian Civic Engagement Council initiative to support community cultural and psychological safety
- In Q1 2022, the Anti-Racism Advisory Committee initiated work to develop multiple funding streams for the Anti-Racism Grants Program. This includes a call for proposals process open to community members for initiatives that will advance safety and well-being outcomes.

RECOVER Urban Well-being

- In December 2021 Council approved additional one time funding of \$250,000; RECOVER is using these funds to support the testing and

growth of two prototypes: Soloss and Auricle

- The Soloss prototype tested how people in the community can support each other in healing their grief and trauma. A role called “Losstenders” (those who listen and hold the grief of their community members) provided a complementary alternative to mental health professionals. In 2022, REACH Edmonton is partnering with the City and InWithForward to coordinate the next phase of this project, which will include training new Losstenders in a different area of the city, using one-time funding approved by City Council in December 2021.
- In summer 2021, the Auricle prototype tested a role called “Local Listener” (those who listen to the stories of their neighbours and create pathways for collective healing) to shift data from being a numbers-driven exercise, based on colonial ways of knowing, towards data as a storytelling experience, nourished by multiple ways of knowing and being.
- Beginning in summer 2022, RECOVER will start ethnographic research for the City Hall Project prototype. Work will continue into 2023 to include co-designing solutions for safety and well-being.

Recommendation 3: Enhance recruitment and training to build diverse, inclusive, anti-racist organizational cultures.

Initiative name	Description	Alignment to Task Force recommendation
Diversity on Agencies, Boards and Commissions	GBA+ review of composition and compensation for the City's Agencies, Boards and Commissions	<ul style="list-style-type: none"> ● 3.1: Systematic, strategic, ongoing professional development programs must be put in place for police, peace and bylaw officers, to build cultures of inclusion that are robust and lasting ● 8.2: Incorporate the perspectives of those with lived experience, and those with firsthand experience working with vulnerable and racialized communities ● 8.4: Change the Commission recruitment process to be more inclusive ● 8.5: Add greater transparency to the Commission recruitment process
Updates to Employee	Updates to processes, policies and procedures governing to	<ul style="list-style-type: none"> ● 3.1: Systematic, strategic, ongoing

Recruitment, Hiring, Training, and Diversity and Inclusion practices	reflect anti-racist, equitable and diversity goals in staff hiring and professional development resources for City of Edmonton staff, peace officers and enforcement officers.	<p>professional development programs must be put in place for police, peace and bylaw officers, to build cultures of inclusion that are robust and lasting</p> <ul style="list-style-type: none"> • 3.2: Periodically evaluate whether the training is having an impact and adjust as needed • 3.3: Training should be developed and delivered in partnership with the community • 3.4: Deliver these training programs to EPS leadership, police officers and civilian staff, as well as peace officers and bylaw officers • 3.6: Review and adjust recruitment processes to support inclusive, anti-racist cultures
Nîkâniw Indigenous Youth Leadership Program	Combining cultural teachings and guidance of Indigenous Elders and Leaders with an aquatic pre-employment program for Indigenous youth and includes instruction of water safety education, first aid, CPR and leadership skills.	<ul style="list-style-type: none"> • 3.2: Periodically evaluate whether the training is having an impact and adjust as needed • 3.3: Training should be developed and delivered in partnership with the community
Safe Cities and Safe Public Spaces Global Initiative	A commitment to innovative approaches to preventing and addressing sexual violence against women and girls in public spaces.	<ul style="list-style-type: none"> • 3.1: Systematic, strategic, ongoing professional development programs must be put in place for police, peace and bylaw officers, to build cultures of inclusion that are robust and lasting • 3.3: Training should be developed and delivered in partnership with the community

Actions and Outcomes:Diversity on Agencies, Boards and Commissions

- In October and November 2021, a recruitment strategy was developed to reach a wide audience of diverse and qualified candidates through use of social media, social networks, and advertising.
- Beginning in January 2022, Council-appointed members of all advisory committees, ad hoc committees and task forces, and the decision making bodies of Edmonton Salutes Committee, Edmonton Combative Sports Commission and Naming Committee became eligible to receive an honorarium, as outlined in Council Policy C628A Honoraria and Expenses for City Agencies.

Updates to Employee Recruitment, Hiring, Training, and Diversity and Inclusion practices

- In July 2021, Administration implemented mandatory training for City of Edmonton enforcement officers on anti-racism.
- In November and December 2021, front line enforcement officer supervisors, management and the Branch Manager of Community Standards and Neighborhoods received a workshop on Indigenous historic trauma from Native Counseling Services of Alberta. The workshop focused on a description of Indigenous historic trauma, how government laws impact historic trauma, how it shapes behaviour and also provides a context for a historic trauma-based approach to interacting with Indigenous people. This training is now mandatory for all Community Standards and Neighbourhoods employees, including peace officers and municipal enforcement officers.
- In Q3 2021, new diversity and inclusion content was added to the online onboarding and new employee orientation materials.
- In Q3 2021, leadership recruitment processes were updated to reflect inclusive language, encourage diverse perspectives on hiring committees, implement inclusive and transparent hiring practices such as sharing interview questions, and advertising open positions broadly to attract diverse candidates.
- In Q3 2021, the Newcomers Intern pilot project was launched. The pilot will be evaluated in May/June 2022, with lessons learned being applied to a planned expansion of the program in August 2022.
- In Q4 2021, the City launched the Indigenous Job Seekers webpage. An Indigenous Peoples category page will be added as part of the Enterprise Commons update in Q3 2022.
- In December 2021, the Guide for Inclusive Hiring: a Toolkit for Hiring Managers was developed in support of the City's Anti-racism Project and reflects our commitment to ensuring that our workforce reflects the communities it serves.
- In July 2021, Diversity and Inclusion and GBA+ training was made available to all City of Edmonton staff.
- In November 2021, design planning for diversity surveying in the new applicant tracking system (SuccessFactors) and HR system (Employee Central) was completed. Next steps will be iterative testing of the new design by Enterprise Commons HR team occurring April-June 2022.
- In June 2021, a bank of Diversity and Inclusion-related interview questions for peace officers and firefighters were developed to enhance understanding of implicit bias, diversity, equity and inclusion, and anti-racism competencies for new recruits.
- In September 2021, the City held Camp Inspire, a firefighting camp to promote firefighting as an accessible and rewarding career for

women and gender diverse people.

- In November 2021, an initial environmental scan was conducted to determine available community-led training options.
- In February 2022, the firefighter job posting and hiring processes were updated to use gender-neutral language and reflect the skills and attributes of a modern firefighter. Competencies in diversity and inclusion and anti-racism were also added to postings including adding volunteer experience with vulnerable sectors and communities of diversity an asset. Interview questions and evaluation criteria focused on implicit bias, diversity, equity and inclusion, and anti-racism were developed.
- In May 2022, FRS is launching a Diversity Data Dashboard developed to track the Firefighter recruitment cycle.
- Recommendations from the Talent Acquisition Diversity and Inclusion Review project will continue to be implemented throughout 2022. Recommendations include:
 - Developing shared accountabilities across the organization for hiring diverse candidates;
 - Pursuing efficiencies in existing processes;
 - Increasing awareness of Talent Diversification and Inclusion's programs and activities both internal and external to the city;
 - Working with Labour Relations and Unions to develop Classification Specifications and Letters of Understanding to support hiring diverse candidates;
 - Developing education and raising awareness of inclusive hiring practices for Talent Acquisition Consultants and Hiring Managers
 - Applying an intersectional lens to expand Outreach Programs beyond current program portfolios.

Nîkâniw Indigenous Youth Leadership Program

- In September 2021, the Program was launched at the Mill Woods Recreation Centre and resumed operating at the Clareview Recreation Centre. Activities include recruitment, hiring, and training for Red Cross Water Safety Instructors, Amenity Attendants, National Lifeguards working in the above notes Community Recreation Facilities. Since the program launch, several Nîkâniw participants have been hired to work in City swimming pools.
- In September 2021, the City of Edmonton and Bent Arrow Traditional Healing Society entered into a Memorandum of Understanding to build on the relationship with the community and to ensure alignment with program outcomes.

Safe Cities and Safe Public Spaces Global Initiative

- In January 2021, Edmonton Transit Service and other City business areas initiated the development of a bystander awareness public campaign and training for front-line staff that applies an intersectional lens to address other forms of violence and culturally appropriate approaches to intervention. Community members with diverse, intersectional perspectives are engaged as part of this work, which is continuing through 2022. Administration has been phasing in awareness and safety messaging and a campaign will be launched by Q4 2022.

Recommendation 4: Examine and pursue ways of preventing the unnecessary use of force by police, peace and bylaw officers.

Initiative name	Description	Alignment to Task Force recommendation
Implementing best practices for City of Edmonton enforcement officers	Implementing actions that are informed by community engagement and best practices from other jurisdictions.	<ul style="list-style-type: none"> 4.1: Conduct research into ways of preventing unnecessary use of force
Community Outreach Transit Team Pilot Program (COTT)	Partnership between the City of Edmonton and Bent Arrow Traditional Healing Society to provide compassionate support for individuals experiencing housing, mental health, addictions and financial concerns to increase safety and reduce harm.	<ul style="list-style-type: none"> 2.2: Provide funding to expand community-led alternatives not led by EPS 4.1: Conduct research into ways of preventing unnecessary use of force 4.2: Research and efforts should apply to police, peace and bylaw officers
Actions and Outcomes: <u>Implementing best practices for City of Edmonton enforcement officers</u> <ul style="list-style-type: none"> In March 2022, the City initiated community engagement to identify resident perspectives to inform potential changes to deployment and engagement models for all peace officers, including City Hall and downtown. In Q1 2022, the City initiated a review of enforcement officer dress and deportment policy to determine whether an update is needed. <u>Community Outreach Transit Team Pilot Program (COTT)</u> <ul style="list-style-type: none"> See Community Outreach Transit Team Pilot Program (COTT) in Recommendation 2. 		

Recommendation 5: Identify how collective agreements are contributing to systemic bias and work to address these challenges.

Initiative name	Description	Alignment to Task Force recommendation
Collective Agreement Negotiations	Collaborative negotiations with City of Edmonton trade unions.	<ul style="list-style-type: none"> 5.2: Address problematic agreement provisions in future bargaining with other

		organizations <ul style="list-style-type: none"> • 5.3: Apply a GBA+ lens to collective agreements
Actions and Outcomes: <ul style="list-style-type: none"> • In 2021, the City of Edmonton included subject matter experts in GBA+ in the current bargaining process. Their experiences and observations will inform future updates to the bargaining process. 		

Recommendation 6: Professionalize policing through the creation of a new regulatory college for police and peace officers.

This recommendation is outside of the City's authority and falls under the jurisdiction of the Government of Alberta.

Recommendation 7: Expect and instruct the Edmonton Police Commission to fully exercise its authority to provide strong guidance and oversight to EPS, in order to drive inclusivity and anti-racism in policing.

This recommendation is beyond the scope of the current Administrative Work Plan and within Council's discretion.

Recommendation 8: Change the composition and recruitment of the Edmonton Police Commission to more comprehensively reflect the community.

Initiative name	Description	Alignment to Task Force recommendation
Diversity on Agencies, Boards and Commissions	Review of composition and compensation for the City's Agencies, Boards and Commissions	<ul style="list-style-type: none"> • 8.2: Incorporate the perspectives of those with lived experience, and those with firsthand experience working with vulnerable and racialized communities • 8.4: Change the Commission recruitment process to be more inclusive • 8.5: Add greater transparency to the

		<p>Commission recruitment process</p> <ul style="list-style-type: none"> 3.1: Systematic, strategic, ongoing professional development programs must be put in place for police, peace and bylaw officers, to build cultures of inclusion that are robust and lasting
<p>Actions and Outcomes:</p> <p><u>Diversity on Agencies, Boards and Commissions</u></p> <ul style="list-style-type: none"> In July and August 2021, a recruitment strategy was developed in consultation with the Respect in the Workplace section and Talent Diversification and Inclusion unit within Talent Acquisition. The strategy targeted a wide audience of diverse and qualified candidates through use of social media, social networks, and advertising. In September 2021, City Council began recruitment for three new members of the Edmonton Police Commission. The recruitment process identified relevant lived experience and understanding of diverse and marginalized communities and equity-seeking groups as an asset for members of the Edmonton Police Commission. The City's Inclusive Hiring Guide is being applied to the 2022 recruitment cycle for Agencies, Boards and Commissions. 		

Recommendation 9: Establish mechanisms to provide community direction to peace and bylaw officers employed by the City of Edmonton.

Initiative name	Description	Alignment to Task Force recommendation
Anti-racist, equity-seeking review of current practices, policies, processes and approaches	Audit and review of City of Edmonton enforcement services.	<ul style="list-style-type: none"> In alignment with this Task Force recommendation, the Community Standards and Neighbourhoods Branch will be seeking community input with respect to working with Edmonton's diverse population (including those with lived experience). The community's insight and wisdom will support revisions to policies, procedures, standards, guidelines and training.

		<ul style="list-style-type: none"> City Council serves the role of a public oversight body to City Administration. EPS' oversight body (the Edmonton Police Commission) is a requirement as Council does not have the authority to oversee a police service.
<p>Actions and Outcomes:</p> <p><u>Anti-racist, equity-seeking review of current practices, policies, processes and approaches</u></p> <ul style="list-style-type: none"> In Q3 2022, The Office of the City Auditor is presenting an audit of the City of Edmonton's enforcement service, including objectives to determine whether: <ul style="list-style-type: none"> Guiding documents support consistent enforcement activities The Branch manages enforcement staffing resources to meet expected service levels Information systems support operational needs In Q1 2022, the City initiated a full review of current practices, policies, processes and approaches. <ul style="list-style-type: none"> A branch policy analyst specialist has been hired to review all policies, procedures, standards and guidelines, including training, within Community Standards and Neighbourhoods Branch from the GBA+, anti-racist and equity perspectives, including gathering input from different communities to incorporate perspectives. Mandatory training for all Community Standards and Neighbourhoods Branch members for Compassion Fatigue for Frontline Employees through Native Counselling Services of Alberta The COTT approach has been successfully piloted and funded temporarily. Providing regular training opportunities that promote accountability in the system, sending the right response to calls received, resulting in role clarity, and an increase in law enforcement legitimacy. Aligning training efforts to data analytics and evidence-based practices, focusing on specific issues rather than targeting people. Providing different, updated and ongoing professional development and training supports new deployments being used by the City's peace officers to maximize their crime prevention and community safety capacity. <ul style="list-style-type: none"> The Edmonton Police Service is invited to the training opportunities to align practices and knowledge sharing within the system 		

Recommendation 10: Bring more transparency and independence to public complaints processes.

Initiative name	Description	Alignment to Task Force recommendation
Professional Standards for Enforcement	Review of professional standards for City of Edmonton municipal enforcement officers and peace officers	<ul style="list-style-type: none"> • 10.2: Bring more transparency to the complaints process for peace and bylaw officers • 10.3: Ensure Professional Standards personnel at both EPS and the City of Edmonton are highly trained in inclusive and anti-racist policing • 10.4: Treat all complaints involving racism or systemic racism as serious complaints
Actions and Outcomes: <u>Professional Standards for Enforcement</u> <ul style="list-style-type: none"> • In 2022, the City will be initiating an independent review of processes for lodging complaints and commendations for City enforcement officers. The review includes an additional environmental scan of community-led training options. Once complete, a curriculum and recertification schedule for the Professional Standards role will be created and implemented. 		

Recommendation 11: Implement measurement and reporting to drive change and encourage ongoing improvements.

Initiative name	Description	Alignment to Task Force recommendation
Dashboards and Data Visualization	Tools to track progress on achieving Community Safety and Well-being outcomes.	<ul style="list-style-type: none"> • 11.1: Mandate the collection of race-based data • 11.2: Enact performance metrics that measure whether things are getting better • 11.4: Create a publicly accessible dashboard that reports progress on implementing our Task Force's recommendations

Edmonton Data for Equity Community of Practice	Understanding and applying the principles of race based data in collaboration with the community.	<ul style="list-style-type: none"> 11.1: Mandate the collection of race-based data
RECOVER Urban Well-being Evaluation Framework	A developmental evaluation approach using real-time feedback to inform next steps and decision making in alignment with well-being outcomes, with emphasis on what works for whom and under what conditions.	<ul style="list-style-type: none"> 11.2: Enact performance metrics that measure whether things are getting better
<p>Actions and Outcomes:</p> <p><u>Dashboards and Data Visualization</u></p> <ul style="list-style-type: none"> In May 2022, RECOVER Urban Well-being initiated an alternative well-being dashboard as part of the Auricle prototype (see Recommendation 2 for more information). The alternative well-being dashboard included information such as: how often well-being is thought about, attitudes towards well-being, top words mentioned as an indicator of well-being, and perceived influencers of one's own well-being. Community members also identified ways that the data could be used to impact subsequent actions and decisions. RECOVER plans to further test this data prototype throughout 2022. In Q4 2022, the City will launch a Community Safety and Well-Being Dashboard to present regular progress updates on achieving Community Safety and Well-being outcomes. The dashboard reports on key indicators, metrics and reporting aligned to the Community Safety and Well-being Framework pillars. <p><u>Edmonton Data for Equity Community of Practice</u></p> <ul style="list-style-type: none"> In August 2021, the City participated in a survey from Statistics Canada on police-reported racialized and Indigenous identity statistics. The City indicated support for exploring the future collection of information on Indigenous and racialized identity of victims and accused from police through data reported to the Uniform Crime Reporting (UCR) Supporting ARAC in engaging the community regarding understanding principles of race based data, which the City of Edmonton could consider adopting. In December 2021, the City partnered with End Poverty Edmonton and other agencies in developing a community-led, interagency raced-based Data Table comprised of three projects underway: <ul style="list-style-type: none"> Strategic Planning for sustainability of the table environmental scan of systems and how they use disaggregated data and creation of a Community Accord for data ownership and sharing by and with racialized communities and systems. <p><u>RECOVER Urban Well-being Evaluation Framework</u></p>		

- In Soloss prototype, in May 2021, RECOVER paid attention to changes in behaviours and attitudes of Losstenders and Story Sharers and is planning on adapting the 2022 iteration of Soloss to incorporate lessons learned, in particular how this prototype can be adapted for an employee assistance program.
- In summer 2021, the Auricle prototype tested story as data,, through mutually beneficial qualitative data collection methods and community sense-making. RECOVER is running this prototype again to deepen the learnings
- In 2022, RECOVER plans to build on the learnings of Soloss, Auricle, and other prototypes.

Recommendation 12: Enact policies and standards that place focus on proactively and effectively providing support to disadvantaged Edmontonians.

Initiative name	Description	Alignment to Task Force recommendation
Emergency Shelter Standards	Adoption of minimum standards to create better, more accessible shelters, increase uptake of available space, and help more people exit homelessness by rapidly connecting them with housing.	<ul style="list-style-type: none"> • 12.4: Enact standards for emergency shelters
Bylaw and Policy Updates	Updates to Bylaws, Policies and Procedures to reflect equitable practices	<ul style="list-style-type: none"> • 12.1: Use an inclusive and anti-racism lens when establishing bylaws, policies and procedures • 12.2: Eliminate bylaw provisions that result in nonsense ticketing
Zoning Bylaw Renewal	Initiative to develop a strategic, simplified and streamlined Zoning Bylaw to enable people, places and businesses to thrive and prosper.	<ul style="list-style-type: none"> • 12.3: Use municipal licenses, permits, service contracts, funding agreements and other instruments to drive inclusive and anti-racist behaviours
Actions and Outcomes: <u>Emergency Shelter Standards</u> <ul style="list-style-type: none"> • In August 2021, Edmonton City Council approved the adoption of a Minimum Emergency Shelter Standard to complement the province's 		

existing shelter expectations. The City aims to create better, more accessible shelters, increase uptake of available space, and help more people exit homelessness by rapidly connecting them with housing. Key stakeholders were engaged on the draft Minimum Emergency Shelter Standards.

- In August 2021, the City initiated the development of an education and communications strategy to assist emergency shelter providers move towards adopting the City of Edmonton Minimum Emergency Shelter Standard. Administration will provide an update to Council on June 13, 2022.
- The City continues to have ongoing discussions with the Government of Alberta to advocate for including elements of Edmonton's Minimum Emergency Shelter Standards in their shelter expectations documentation.

Bylaw and Policy Updates

- In August 2021, City Council approved Policy C628A Honoraria and Expenses for City Agencies, along with a procedure. This Policy approves the provision of honoraria and enhances the out-of-pocket expenses that may be reimbursed. The updated Policy was effective January 1, 2022.
- In July 2021, Bylaw 8353 Conduct of Transit Passengers amended on July 5, 2021 to remove the loitering offense and reduce the fine for fare evasion from \$250 to \$150.
 - Implemented work also aligns with recommendations from the City of Edmonton Youth Council
- In fall 2021, the City engaged riders and agencies that participate in ETS low income fare programs through a series of focus groups and interviews. An update with the result of engagement is scheduled to go forward to Council in June 2022 (CO00576 Transit Fare Fines - Repayment Options).

Zoning Bylaw Renewal

- In June 2021, the City launched a GBA+ and Equity Toolkit to provide Administration guidance on how to best consider concepts of equity and diversity when drafting zoning rules for the city. Renewing Edmonton's Zoning Bylaw provides an opportunity to advance equity in Edmonton, including but not limited to:
 - draft regulations based on land use impacts:
 - accommodate all housing needs:
 - enable attainable and affordable types of housing:
 - support informal gatherings, recreation, arts, culture, and spirituality: and
 - creating a bylaw that is approachable in its presentation and easier to understand.

Recommendation 13: Invest in urgently needed priorities for community safety.

Initiative name	Description	Alignment to Task Force recommendation
Public Washroom Strategy	Improving access, user experience, and management of public washroom facilities through investments in new permanent facilities that ensure the safety of users.	<ul style="list-style-type: none"> 13.1: Invest in gender-neutral, barrier-free public washrooms
Indigenous Affordable Housing Strategy	Protecting, renewing and expanding social and community housing, and supporting priorities related to housing repair, construction and affordability.	<ul style="list-style-type: none"> 13.2: Invest in shelter space for First Nations, Métis and Inuit peoples
<p>Actions and Outcomes:</p> <p><u>Public Washroom Strategy</u></p> <ul style="list-style-type: none"> From May to October 2021, the Summer Mobile Pilot provided mobile washrooms in high traffic areas in Downtown and on Alberta Avenue as part of the efforts to ensure Edmonton's vulnerable population and people experiencing houselessness have access to washroom facilities. Mobile washrooms were equipped with hand washing stations, menstrual products, and were staffed with attendants to ensure cleanliness and safety of users. Washroom attendants hired through Boyle Street Ventures/Hire Good provided service out of a number of permanent washroom facilities in parks and open spaces, supporting the cleanliness and safety of these facilities, as well as providing information about social services to people visiting the facility as needed. Throughout 2022, the City will expand and enhance the Public Washroom Strategy implementation, including including transitioning from porta potty mobile sites to washroom trailers, expanding the washroom attendant program, accelerating the delivery of the design and delivery of permanent washroom facilities where possible, and continuing engagement with Business Improvement Areas and other stakeholder groups on placement and operations of these facilities. <p><u>Indigenous Affordable Housing Strategy</u></p> <ul style="list-style-type: none"> The City of Edmonton directly supports the development of affordable housing in Edmonton, including Indigenous housing, through the Affordable Housing Investment Plan (2019-2022). Grant funding is available through the Affordable Housing Investment Program, which targets shovel-ready, new-construction projects and rehabilitation of existing units. Administration also supports Indigenous housing proponents by providing letters of support for applications to funding provided by other orders of government and assists housing providers through the zoning and permitting processes. 		

- In Q1 2021, the City established a project advisory committee to develop an Indigenous Housing Framework. In Q3 2021, an Indigenous Engagement Consultant was engaged to support this work. Administration is consulting with Indigenous organizations, housing providers, and First Nations to co-create solutions that will enable the creation of more Indigenous-led affordable housing in Edmonton. The work on a strategy and programming for Indigenous-led shelters and housing is ongoing and will continue throughout 2022.
- Administration is preparing an Indigenous Affordable Housing Strategy in the interests of reconciliation and City Plan goals for a rebuildable, inclusive, and compassionate city. This strategy will be formed with the engagement of Indigenous partners to identify existing gaps, inform program design, and develop targets. This strategy will be presented to Council in June 2022.
- In June 2022, Administration will return to the Executive Committee with recommendations for City actions that aim to prioritize and/or incentivize the development of Indigenous-led affordable housing projects in Edmonton.

Recommendation 14: Bring police funding into line with comparable cities and tie a portion of funding to specific performance.

This recommendation is addressed in the May 18, 2022 Executive Committee report OCM00569 Edmonton Police Service Funding Formula Policy C604 Further Analysis.