

Current Community Safety and Well-Being Strategy Outcomes

Short- and medium- term outcomes have been further refined to ensure they are clear and understandable, measurable and focus on areas of City influence, based on best practice and learnings from other municipalities and organizations.

Pillar	Short- and Medium-Term Outcomes	Long-Term Outcome(s)
Anti-Racism	<ol style="list-style-type: none"> 1. Increased public awareness of Edmonton’s diverse cultures, histories, identities, knowledge systems and worldviews. 2. Increased education to eliminate racism, sexism, gender-based violence, homophobia, and transphobia within the City and in the community including ways to intervene and provide allyship. 3. Strengthened support for grassroots, Indigenous and racialized-led organizations through sustainable funding and capacity building support. 4. Reduced, with the intent of eliminating, incidents of racism and discrimination in City-owned and operated spaces. 5. Strengthened trust between the City and members of Indigenous and racialized communities through meaningful relationship building. 6. The City of Edmonton amplifies advocacy efforts of Indigenous and racialized organizations to other orders of government and funders. 7. Improved equity of access for Indigenous and racialized communities in City of Edmonton recreation opportunities. 8. Increased support available in community to individuals impacted by racism and hate-based violence through culturally affirming activities and services that foster healing from trauma and the causes of violence and lateral violence. 	<ol style="list-style-type: none"> 1. Policies and structures are anti-racist, reconciliatory and support equity and inclusion. 2. Individuals and communities who have experienced systemic racism and historical trauma are included, valued and respected.

	<ol style="list-style-type: none"> 9. Strengthened relationships with and increased involvement of Indigenous and racialized communities in informing City policy, program and project development and evaluation to reflect lived experience and community wisdom. 10. Enhanced inclusive hiring practices to increase representation of equity-deserving groups in leadership roles and in general employment at the City of Edmonton, ensuring attention to Indigenous and racialized peoples. 11. Increased City of Edmonton accountability for anti-racism work in Edmonton. 12. Enhanced collection, analysis and reporting on disaggregated City of Edmonton employee generated data related to racism and intersectional themes. 13. Increased use of disaggregated community demographic data to influence decision-making and service provision of City programs and services. <p>*Note these are aligned with Anti-Racism Strategy outcomes</p>	
<p>Reconciliation</p>	<ol style="list-style-type: none"> 1. Increased number of City staff embracing the Indigenous Framework's four roles in their interactions with Indigenous people. 2. Increased City staff knowledge of Indigenous cultures, traditions, and worldviews through education and learning opportunities. 3. City of Edmonton staff/leadership/Council and Indigenous people build relationships through hosting and participating in events together. 4. City of Edmonton staff/leadership/Council and Indigenous people celebrate success and milestones in the reconciliation journey together. 	<ol style="list-style-type: none"> 1. Edmontonians, Indigenous Peoples, and the City have authentic, interconnected relationships that honour, understand, and collaboratively integrate Indigenous experiences, histories, and

	<ol style="list-style-type: none"> 5. Reduced, with the intent of eliminating, systemic racism and discrimination that Indigenous Peoples face in Edmonton. (*Tied to the Anti-Racism Pillar*) 6. Increased communication between Indigenous People and City staff regarding the City of Edmonton’s progress and steps taken in relation to the Indigenous Framework. 7. Increased safety for Indigenous people in City spaces and buildings. Indigenous Peoples report feeling welcome in City spaces and buildings. 8. Indigenous Peoples report seeing themselves and their cultures reflected in City’s spaces. 9. Elimination of systemic barriers for Indigenous Peoples in gaining employment with the City of Edmonton. 10. Create and grow career development opportunities for Indigenous employees. 11. Increased Indigenous representation in governance and leadership. 12. Increased formal relationships with Indigenous communities and governments. 13. Increased recognition of the right to self-determination in pursuit of economic and social development. 14. The City of Edmonton fulfills its commitments as outlined in the Truth & Reconciliation Calls to Action Municipal Response Plan. The committed Calls to Action are resourced and implemented. 15. The City of Edmonton fulfills its commitments as outlined in the Missing & Murdered Indigenous Women and Girls Calls for Justice Municipal Response Plan. The committed Calls for Justice are resourced and implemented. 16. The City of Edmonton will understand and apply the United Nations Declaration on the Rights of Indigenous Peoples as a foundation of our work (in particular with the Indigenous Framework). 	<p>cultures.</p>
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	<p>17. Increased use of decolonized methodologies for policy, procedure and program development and reviews.</p> <p>*Note these are aligned with the Indigenous Framework</p>	
<p>Safe and Inclusive Spaces</p>	<ol style="list-style-type: none"> 1. Increased City of Edmonton staff awareness and understanding of different dimensions and experiences of safety and well-being including those of equity-deserving communities. 2. Increased coordinated and focused investment towards programs and initiatives that create safety and inclusion in community and City-owned spaces for equity-deserving communities such as Indigenous communities, racialized communities, women and girls, and 2SLGBTQ+ Communities. 3. Strengthened collaboration and partnerships with community-based organizations, service providers and other stakeholders to better support those experiencing safety and well-being barriers and challenges. 4. Enhanced community participation (including Indigenous, racialized and other equity-based perspectives) in the development, ownership and stewardship of equity-driven initiatives and programs that promote safe and inclusive spaces. 5. Increased animation and promotion of inclusive physical spaces for the purpose of connection and well-being across lines of difference (income, socioeconomic status, gender, ethnicity, culture, etc). 6. Enhanced environmental and infrastructure asset design towards achieving safe and inclusive physical spaces. 	<ol style="list-style-type: none"> 1. Communities are supported and empowered to lead the cultivation and sustainment of safe, inclusive, vibrant, sustainable and resilient spaces.
<p>Equitable Policies, Procedures, Standards and</p>	<ol style="list-style-type: none"> 1. City of Edmonton staff have increased understanding, knowledge, and skills to apply equity principles and considerations to program, policy and project development. 2. Increased use of GBA+, equity-based and decolonized 	<ol style="list-style-type: none"> 1. People making Edmonton home have enriched experiences through

<p>Guidelines</p>	<p>methodologies for reviewing, amending, establishing, implementing and evaluating bylaws, policies and procedures.</p> <ol style="list-style-type: none"> 3. Increased support for and coordination of collaborations and partnerships with equity-focused stakeholders in the development and improvement of safety and well-being programs, services and initiatives. 4. Increased transparency, community involvement and ethical governance of collection, analysis and interpretation of equity-based and disaggregated data, including consideration for OCAP principles¹. 5. Increased diverse representation in City governance & leadership roles and accountability & oversight bodies, including Agencies, Boards and Commissions. 6. Enhanced collection and intersectional analysis, and interpretation of data in evaluation of city programming. 7. Increased opportunities for equity-deserving communities through social procurement and grant opportunities. 8. Removal of systemic barriers to City programs, services and processes to enhance safety and well-being of equity-deserving communities. 	<p>equitable access to programs, services, and spaces.</p>
<p>Pathways In and Out of Poverty</p>	<ol style="list-style-type: none"> 1. City invests in sustainable funding for programs, initiatives and projects that address and aim to eliminate poverty. 2. Increased involvement of individuals with lived experience in the development of policy, programs, services, and practices that prevent, address and aim to eliminate poverty and homelessness. 3. Edmontonians and Community organizations have knowledge of City-run or City-funded resources that can support journeys out of poverty. 	<ol style="list-style-type: none"> 1. Edmontonians have the economic, social and cultural resources to have a quality of life that sustains and facilitates full and meaningful

¹ <https://fnigc.ca/ocap-training/>

Attachment 3

	<ol style="list-style-type: none"> 4. Increased advocacy to other orders of government and funders for programs, grants and services that prevent, address and aim to eliminate poverty and homelessness. 5. Increased supply of safe, accessible and appropriate affordable housing and supportive housing units to address homelessness 6. Increased support for and coordination of collaborations and partnerships with organizations, agencies and other orders of government in the development and improvement of strategy, programs, services and initiatives that focus on preventing, addressing and eliminating poverty and homelessness. 	<p>participation in the community.</p>
<p>Crime Prevention and Crisis Intervention</p>	<ol style="list-style-type: none"> 1. Increased inclusion of Indigenous, racialized and equity-deserving communities' perspectives in developing and improving crime prevention and crisis intervention programs, services and initiatives. 2. Increased transparency in the public complaint process for City of Edmonton Peace Officers and bylaw officers. 3. Increased diversity of community representation in City of Edmonton crime and crisis-related accountability and oversight bodies. 4. Increased training of alternative response options that reduce the number of use of force incidents 5. Increased disaggregated demographic data collection in order to inform crime & crisis prevention and intervention strategies. 6. Increased professional development opportunities for peace and bylaw officers, leadership and civilian staff to build diverse, inclusive, anti-racist organizational cultures. 7. Improved transparency of work expectations and outcomes for peace and bylaw officers. 	<ol style="list-style-type: none"> 1. All people feel safe and secure throughout the city because crime has been reduced through community-collaboration and culturally appropriate approaches.
<p>Well-being</p>	<ol style="list-style-type: none"> 1. Increased employee understanding of the City of Edmonton's 	<ol style="list-style-type: none"> 1. Edmontonians have

	<p>work to improve multiple dimensions of individual and community well-being.</p> <ol style="list-style-type: none"> 2. Increased support for and coordination of collaborations/partnerships to remove barriers to well-being and recreation opportunities. 3. Increased support for opportunities that improve child and youth well-being. 4. Increased animation and promotion of spaces for the purpose of connection across lines of difference (such as socioeconomic status, age, race, ethnicity, ability and housing status) and well-being. 5. Increased involvement of Indigenous, racialized and equity-deserving perspectives in the development of City programs, services, and initiatives related to well-being. 6. Increased opportunities for Edmontonians to feel more connected to body and self, friends, family and community, land culture, the sacred and purpose or 'the human project'. 	<p>the capacity and opportunity to pursue experiences of connection to self, body, land, arts and culture, community, human development and spirit.</p>
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