

Engagement Plan Overview

Intended Outcomes:

The recommended phases aim to facilitate a collaborative and robust engagement approach with the 2SLGBTQIA+ community, enabling:

1. Development of a 2SLGBTQIA+ action plan that details recommendations and strategies to enhance safety within the City.
2. Proposed recommendations for an advisory committee and its governance structure to promote inclusion for the 2SLGBTQIA+ and foster safety and inclusion in Edmonton.

Timelines:

Depending on which activities can be conducted simultaneously, the timeline for engagement plan implementation is at least 12 months. This schedule allows for each engagement process to be given adequate time for recruitment and planning and includes key activities, including:

- One full-time equivalent (FTE) will be recruited to oversee the 2SLGBTQIA+ project management, along with the hiring for the 2SLGBTQIA+ working group and external consultant for the engagement. This process, including posting, interviews and selection, may take up to three months and can happen simultaneously.
- Developing and executing engagement activities, with an estimated completion time of three months. This time frame allows for the comprehensive planning and execution of community engagement sessions in collaboration with Administration, the working group and the external consultant.
- Compiling feedback into a 'What We Heard' report, subject to turnaround time based on the consultant and validation from the working group. Estimated completion time can take one to two months based on review and feedback.
- Analysis of feedback on 'What We Heard' report from Administration, expected to take up to three months. This process would involve not only an internal review but may also involve cross-corporate discussions and the creation of an Administrative-driven report to City Council.

Phase One: Establishing a Working Group

- During this phase, Administration will recruit 2SLGBTQIA+ community leaders through a selection process to form the Working Group. Simultaneously, an external consultant would be hired.

- Ideally, all individuals selected will possess both lived and living experience and previous experience in 2SLGBTQIA+ community/social development. Involvement with equity-based initiatives, such as anti-racism and reconciliation, will be an asset.

Phase Two: Planning the Engagement

- The goal of this phase would be to facilitate collaboration between Administration, the working group and the consultant to develop the engagement plan.
- This may involve formulating the engagement approach, crafting key discussion questions and strategizing on how to incorporate diverse and other intersectional experiences throughout the engagement process.

Phase Three: Implementing the Engagement

- This phase involves executing the engagement plan and soliciting feedback from the 2SLGBTQIA+ community at large on how the City can effectively address safety and inclusion concerns specific to their needs.

Phase Four: Developing the 2SLGBTQIA+ Community Feedback Report

- After the engagement period concludes, the consultant will analyze the insights collected and compile a 'What We Heard' report. This will summarize community feedback and will be subject to validation by the working group.
- It will include recommendations on the governance structure of the advisory committee and key considerations to guide the eventual creation of an Action Plan to enhance support for the 2SLGBTQIA+ community and promote safety and inclusion.

Phase Five: Analysis of Engagement Plan Recommendations

- During the final phase, Administration will review the 'What We Heard' report and determine the next steps based on its findings and proposed recommendations for the advisory committee and action plan and budget requirements. This may involve conducting internal consultations throughout the organization to assess cross-corporate implications, with outcomes then being presented to City Council in an Administrative-driven report.