

### Corporate Anti-Racism Action Plan

Addressing systemic racism is a shared responsibility across all City Departments. To this end, Administration has established seven Commitments for Anti-racist Systemic Change within the City:

1. Joint planning and accountability with Indigenous and racialized communities.
2. Engaging Indigenous and racialized perspectives in service planning and delivery.
3. Equitably awarding City grants to Indigenous and racialized organizations.
4. Increasing diversity within the City to reflect Edmonton's population.
5. Improving access to City facilities for equity-deserving people.
6. Advancing education on truth, reconciliation, anti-racism, and multiculturalism.
7. Fostering vibrant Indigenous and diverse cultural representation.

The Commitments to Anti-racist Systemic Change are supported by a two-year, Department-led Corporate Anti-racism Action Plan. There are 70 anti-racism actions, originating from community input in the action plan.

The Action Plan advances many long-standing community recommendations that require a coordinated corporate approach to implement. These include:

- Making City procurement more equitable;
- Improving employment equity within the City;
- Collecting and using equity-disaggregated data; and
- Ensuring fair access to City properties and resources.

Each Department has also committed to the following three actions:

1. Updating Department Indigenous Framework Plans.
2. Ensuring Department Leaders are trained in anti-racism and the Indigenous experience, and the Black Canadian experience.
3. Hosting an Intern from an equity-deserving community.

The Action Plan recognizes that Administration has made substantive progress on many recommendations, and stresses the need of reporting back to community on completed work. Therefore, over the next 18 months, Departments will also share updates to community on anti-racism achievements in areas such as affordable housing, economic action plans, and equitable transit planning and delivery.

The High Level Office for Reconciliation and Anti-Racism is collaborating with Departments to develop implementation plans for each action, which include completion targets, assessments, and community updates. The High Level Office is also managing an overarching monitoring framework. Progress updates on the Corporate Anti-Racism Action Plan will be included in Community Safety and Wellbeing Strategy reports.

## Action Plan

Commitment 1 Joint planning and accountability with Indigenous and racialized communities.			
Actions	Project Stage	Complete By	Responsible
1. Lead integrated reporting on the Seven Commitments through the CSWB framework	Planning	Q4 2025	Community Services
2. Develop a corporate approach and guideline on the collection, analysis and use of race-disaggregated data, also identifying where adjustments to City policies and procedures might be required	Planning	Q4 2026	Financial and Corporate Services
3. Provide additional guidance for the City's public engagement professionals to effectively engage equity deserving groups	Implementation	Q4 2025	Office of the City Manager
4. Create guidelines and an inventory of storytelling for equity deserving communities, and about the anti-racism work at the City supporting them	Planning	Q1 2026	Office of the City Manager
5. Create a community forum that reviews progress on countering anti-Black racism	Implementation	Pending Outcome of OCM03051	Office of the City Manager
6. Work with community to implement recommendations on the creation of an Anti-Racism Independent Body Advisory Panel	Implementation	Pending Outcome of OCM03051	Office of the City Manager
7. Provide Reconciliation and Anti-Racism content within the	Complete	Q2 2025	Office of the City Manager

Project Stage Legend	
Complete - action has been achieved	Planning - scope of work and project elements are being developed
Implementation - action has started but is not in its final phase	Not Started - action is starting at a later date

## Attachment 1

CSWB newsletter			
8. Explore the possibility of including diversity data on the website	Not Started	Q2 2026	Employee Services
9. Develop guidance on how Departments incorporate ethnocultural media buys into planning	Not Started	Q1 2026	Office of the City Manager
10. Analyze the utilization of Business Friendly Edmonton services among equity-deserving groups.	Planning	Q2 2026	Urban Planning and Economy
11. Collect and report aggregate data on business ownership demographics through the Business Census.	Implementation	Q4 2026	Urban Planning and Economy
12. Create a public map layering City assets over community demographics	Not Started	Q1 2026	Urban Planning and Economy
13. Update Department Indigenous Framework Plan	Implementation	Q4 2025	All Departments
<b>Reports to Community - Actions Ongoing and Completed</b>			<b>Responsible</b>
14. Establishing Elders and Matriarch's Circles's			Community Services
15. Inclusive Practices in Community Standards			Community Services
16. How Public Engagement Informs City Budget			Financial and Corporate Services
17. Reflecting Diversity in the City's Digital Media Archives			Office of the City Manager
18. TRC Municipal Response Plan			Office of the City Manager

Project Stage Legend	
Complete - action has been achieved	Planning - scope of work and project elements are being developed
Implementation - action has started but is not in its final phase	Not Started - action is starting at a later date

**Commitment 2**  
**Engaging Indigenous & racialized perspectives in service planning and delivery.**

Actions	Project Stage	Complete By	Responsible
19. Lead a corporate review of, and make adjustments to, the City's GBA+ processes	Implementation	Q4 2025	Employee Services
20. Provide a progress report on enhancing procurement opportunities for Indigenous, underrepresented, and equity-deserving businesses, including Black businesses, through the implementation the Sustainable Procurement Policy	Implementation	Q2 2026	Financial and Corporate Services
21. Complete the 2025 Public Engagement Policy review and framework update	Complete	Q2 2025	Office of the City Manager
22. Create a City-wide approach to the formation, stewarding, and management of ethnocultural community relationships	Planning	Q2 2026	Office of the City Manager
23. Develop and implement an integrated plan to assist with the development and delivery of equitable recreation programming	Implementation	Q1 2026	Community Services
24. Ensure that Indigenous and racialized perspectives are included in the Blueprint for Violence Prevention	Implementation	Q3 2025	Community Services
25. Review Emergency Operations Center planning and operations for inclusion of equity deserving groups	Not Started	Q3 2026	Community Services
26. Review Fire response standard operating procedures to ensure inclusion of equity deserving groups	Not Started	Q3 2026	Community Services

Project Stage Legend	
Complete - action has been achieved	Planning - scope of work and project elements are being developed
Implementation - action has started but is not in its final phase	Not Started - action is starting at a later date

## Attachment 1

27. Increase access to 'experience fire' activities such as Camp Inspire	Implementation	Q3 2025	Community Services
28. Host an equity focussed Media Summit	Implementation	Q4 2025	Office of the City Manager
29. Create a database of ethnocultural media providers	Complete	Q2 2025	Office of the City Manager
30. Translate key anti-racism documents	Implementation	Q3 2025	Office of the City Manager
<b>Reports to Community - Actions Ongoing and Completed</b>			<b>Responsible</b>
31. Community Safety and Well-Being Strategy			Community Services
32. Inclusive Planning at Waste Operations			City Operations
33. Inclusive Transit Planning			City Operations
34. Enhanced Transit Safety Plan			City Operations
35. Access to Transit for Low-Income Edmontonians: Ride Transit Program			City Operations
36. Access to Recreation Facilities for Low-Income Edmontonians: Leisure Access Pass			Community Services
37. Public Spaces Bylaw			Employee Services
38. Purchase with a Purpose			Financial and Corporate Services
39. Economic Action Plan including actions captured within (eg Industrial Investment Action Plan)			Urban Planning and Economy
40. 107 Avenue Revitalization			Integrated Infrastructure Services
41. Affordable Housing Strategy			Community Services
42. Migrant Action Plan			Community Services
43. First Nations Inspections Authority			Urban Planning and Economy

Project Stage Legend	
Complete - action has been achieved	Planning - scope of work and project elements are being developed
Implementation - action has started but is not in its final phase	Not Started - action is starting at a later date

### Commitment 3 Equitably awarding City grants to Indigenous and racialized organizations.

Actions	Project Stage	Complete By	Responsible
44. Complete the roll-out of the new Municipal Funding Agreement process	Implementation	Q3 2025	Financial and Corporate Services
45. Augment CSWB Grant Program with community supports to counter Anti-Black Racism	Planning	Q4 2026	Community Services
<b>Reports to Community - Actions Ongoing and Completed</b>			<b>Responsible</b>
46. CSWB and Anti-Racism Grant Programs			Community Services
47. Edge Fund			Urban Planning and Economy

### Commitment 4 Increasing diversity within the City to reflect Edmonton's population.

Actions	Project Stage	Complete By	Responsible
48. Lead the implementation of an action plan resulting from the Employment Systems Review	Planning	Q4 2025	Employee Services
49. Lead a corporate review of, and update, the City's Art of Inclusion Framework	Planning	Q4 2025	Employee Services
50. Annually host an Intern from an equity-deserving community	Implementation	Q2 2025	All Departments
<b>Reports to Community - Actions Ongoing and Completed</b>			<b>Responsible</b>
51. Employee and Community Experience Initiative at City Operations			City Operations

Project Stage Legend	
Complete - action has been achieved	Planning - scope of work and project elements are being developed
Implementation - action has started but is not in its final phase	Not Started - action is starting at a later date

## Attachment 1

52. Completion of the Employment Systems Review	Employee Services
53. Establishing a Black Employees Resource Network	Employee Services
54. Recruitment Outreach Efforts	Employee Services
55. Civic Youth Fellowship	Office of the City Manager

### Commitment 5 Improving access to City facilities for equity-deserving people.

Actions	Project Stage	Complete By	Responsible
56. Update the City's Not for Profit Leasing Guideline into a corporate policy, establishing procedures that provide for fair and transparent access to available space while also reporting on outcomes and costs	Implementation	Q2 2026	Financial and Corporate Services
57. Activate Fire Stations as engaging, inclusive, and welcoming hubs for community	Not Started	Q3 2026	Community Services
Reports to Community - Actions Ongoing and Completed			Responsible
58. kihcihkaw askî - Sacred Land			Community Services
59. Multi-Purpose Space for Communities of African Descent			Integrated Infrastructure Services
60. Zoning Bylaw Review			Urban Planning and Economy
61. Equity in Infrastructure Planning, Including Gender-Neutral, Barrier-Free Public Washrooms			Integrated Infrastructure Services

Project Stage Legend	
Complete - action has been achieved	Planning - scope of work and project elements are being developed
Implementation - action has started but is not in its final phase	Not Started - action is starting at a later date

**Commitment 6****Advancing education on truth, reconciliation, anti-racism, and multiculturalism.**

<b>Actions</b>	<b>Project Stage</b>	<b>Complete By</b>	<b>Responsible</b>
62. Ensure Leaders are trained in anti-racism, Indigenous experience and Black Canadian experience	Implementation	Q2 2026	All Departments
<b>Reports to Community - Actions Ongoing and Completed</b>			<b>Responsible</b>
63. Black Canadians: Past, Present and Future online learning course			Office of the City Manager

**Commitment 7****Fostering vibrant Indigenous and diverse cultural representation.**

<b>Actions</b>	<b>Project Stage</b>	<b>Complete By</b>	<b>Responsible</b>
64. Develop an approach to ensure City policies are considered by events, festivals and suppliers receiving City support	Not Started	Q2 2026	Office of the City Manager
65. Display art and stories of Indigenous and racialized communities at City Hall and other facilities	Planning	Q2 2026	Office of the City Manager
66. Support the creation of a Residential School commemoration	Planning	Q4 2026	Office of the City Manager
<b>Reports to Community - Actions Ongoing and Completed</b>			<b>Responsible</b>
67. Supporting the Alberta Indigenous Games			Community Services
68. National Day for Truth and Reconciliation			Office of the City Manager
69. Community celebrations and commemorations: Black History Month, AsiaFEST, Diwali and Iftar			Office of the City Manager
70. All Nations Soccer Tournament			Office of the City Manager

## Project Stage Legend

Complete - action has been achieved	Planning - scope of work and project elements are being developed
Implementation - action has started but is not in its final phase	Not Started - action is starting at a later date