

CITY COUNCIL ORIENTATION

**CORPORATE FOCUS AREA:
ADVANCING SAFETY & SECURITY**

ITEM 7.4 OCM03245 | November 26, 2025

Agenda

Advancing safety and security

- Edmontonians are safe and secure in our community
- Staff are safe and supported in their work environments

- 1. Workforce Safety & Employee Supports**
- 2. What We Are Hearing**
- 3. Understanding and Measuring Safety**
- 4. Challenges and Solutions**
- 5. Collaboration and Partnership**
- 6. What's Next**

Advancing Safety and Security

Benefits for Edmontonians

- Fosters communities where all residents feel safe and secure to live, work, and play.
- Strengthens the social fabric by promoting a strong sense of community belonging.
- Reduces social costs associated with crisis response, crime and disorder, leading to a higher overall quality of life.
- Builds public trust that the City's services and spaces are safe, welcoming and accessible for all to use with confidence.

Benefits for the City

- Ensures a safe and supportive work environment for all employees, which is crucial for employee engagement, productivity, and staff retention.
- Safeguards City assets and infrastructure, protecting public investments.

Roles & Responsibilities

Council – Governance Perspective

Set strategic direction for community and workplace safety

Allocate funding for immediate and long-term safety priorities

Champion collaboration with community partners

Advocate for action from other orders of government

Approve policies and bylaws



Administration – Operational Perspective

Develop and implement safety and security strategies and plans

Collaborate with partners to deliver services and programs

Maintain safe and supportive work environments for all staff

Enforce response and prevention protocols for uncivil or unsafe behaviour



Common Objectives Between Council and Administration

Ensure Edmontonians are safe and secure through collaborative, coordinated approaches that address both immediate and long-term needs

Foster safe, supportive, and respectful workplaces where all employees feel protected and valued

Strengthen partnerships and shared accountability with community agencies, enforcement bodies, and other levels of government

Address complex safety challenges sustainably and effectively

Advancing Safety & Security Outcomes

Edmontonians are safe and secure in our community

The City works collaboratively with partners and the community to address complex safety and security challenges with immediate interventions and long-term prevention.

Staff are safe and supported in their work environments

The City has robust response and prevention plans to address uncivil and unwelcome behaviour from the public. Controls and processes ensure all work environments are safe and secure.

Workforce Safety and Employee Supports

Current State in the Organization


The City of Edmonton checks in with employees two times a year

In April 2025, 14 questions were asked to all City employees to see how employees are doing in regards to the six positive employee experience dimensions listed below

5,549 of 12,980 employees responded (43%)

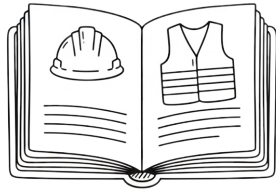


Current State in the Organization

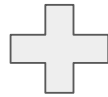
Topic/Question	Score	Trend Since Last Asked
11. The support and resources for mental health and well-being that are available to me are effective.	63	 Increase of 1 point since May 2024
12. I feel safe at my workplace.	71	 Increase of 1 point since May 2024
13. I am treated with respect at my workplace.	74	 Increase of 3 points since Oct 2021

Workforce Safety and Employee Health

How we reduce risk to those who serve Edmontonians?



**Strategic OHS
Program Oversight**



**Hands-On Client
Partnership and
Support**



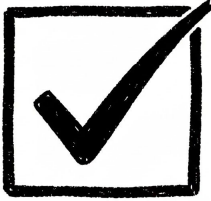
**Staff are safe and
supported in their
work environments**

COR Audit Performance Process



CAPP

RISK AVOIDANCE

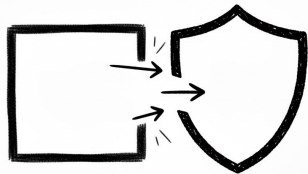


COMPLIANCE



CAPP 2.0

PROACTIVE RISK MANAGEMENT

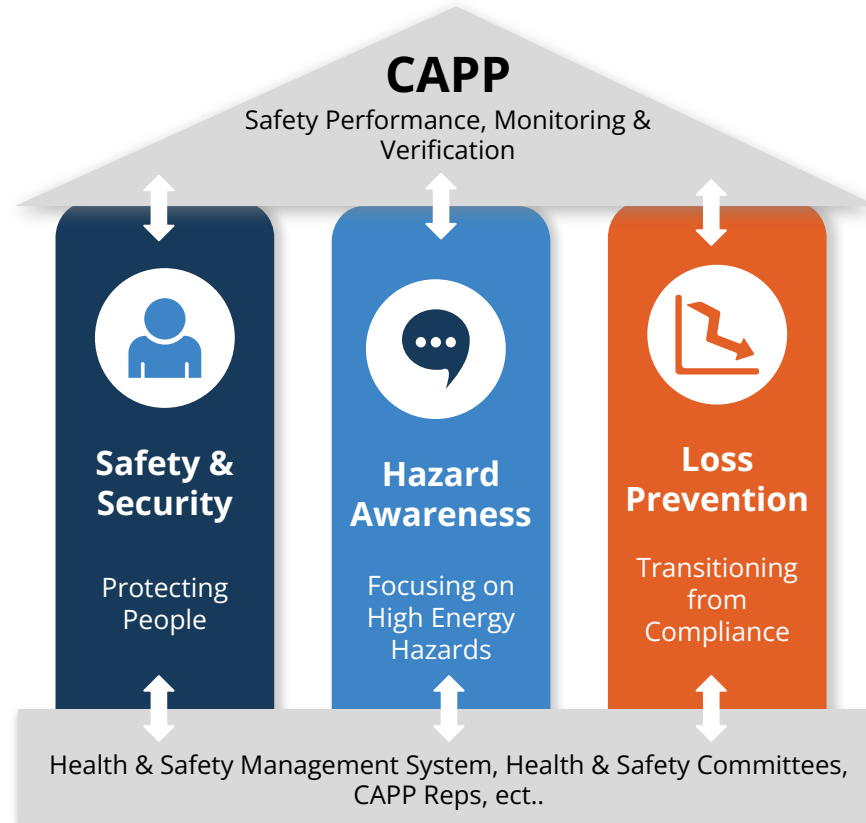


LOSS PREVENTION

"Management and employees working cooperatively together is required for a health and safety system to succeed."
-City of Edmonton 2022 AMHSA COR Audit Final Report



2026 - 2028 Focus



What We Are Hearing

What We Are Hearing

Edmontonians are not feeling safe

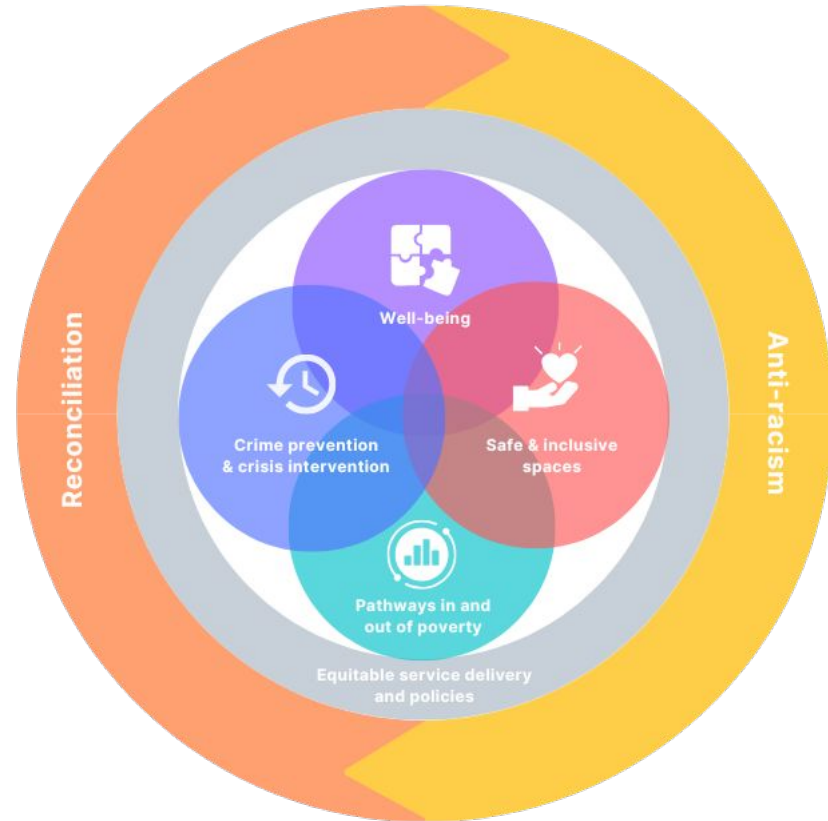
- Crime and Security
- Transit and Facility Safety
- Disorder and Root Causes
- Traffic and Road Safety
- Perception of Safety

Is Edmonton a Safe City?

Understanding and Measuring Safety

Community Safety and Wellbeing Framework

- Equity-based
- Person-centred
- Trauma-informed
- Data-informed
- Community-driven



What Is Safety?

Physical safety

Describes the absence of physical injury or harm.

Social & Psychological safety

The sense of feeling safe with other people. A socially safe setting is one in which we feel secure and free to be ourselves.

Cultural safety

All people feel respected and safe when they interact with systems. Culturally safe services are free of racism and discrimination.

Measuring Success in Safety

We understand and measure safety in different ways

- Traditional metrics
- Public perception
- Community resilience

Edmontonians want us to do better

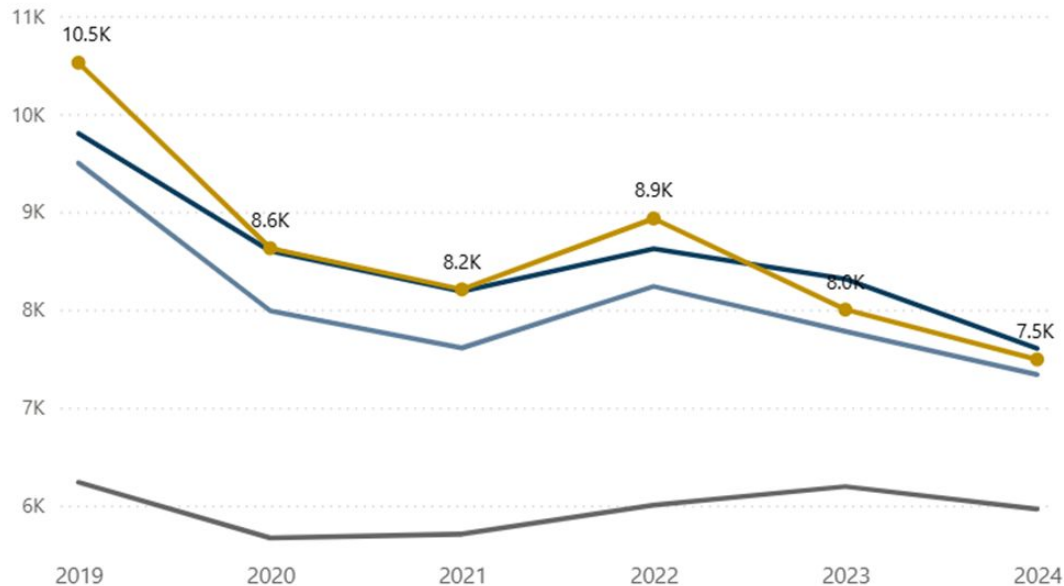
Traditional Metrics: Edmonton Police Service

Edmonton's Lowest Crime Rate in a Decade

Total Crime Rate

**All Criminal Code violations (including traffic)*

● Alberta [48] ● Canada ● Edmonton, Alberta [48835] ● Edmonton, Alberta, municipal [48033]



Public Perceptions

Community Safety Service

Overall, I feel
Edmonton is a safe
city



Total Agree
Strongly + Somewhat
54% ↑

Strongly agree Somewhat Agree Neither Agree nor Disagree Somewhat Disagree Strongly Disagree

Service Satisfaction



Total Satisfied
Very + Somewhat
39%

Very Satisfied Somewhat Satisfied Neither Agree nor Disagree Somewhat Dissatisfied Very Dissatisfied Don't know / Can't say

Service Importance



Total Important
Very + Somewhat
88%

Very Important Somewhat Important Neutral Not very Important Not at all Important

Service Investment



Total More
Much more + more
57%

Much more More The same Less Much less



Community Resilience

Human rights &
basic needs

Civic & youth
development

Civic
participation

Community
health &
mobilization

Neighbourhood
wellness

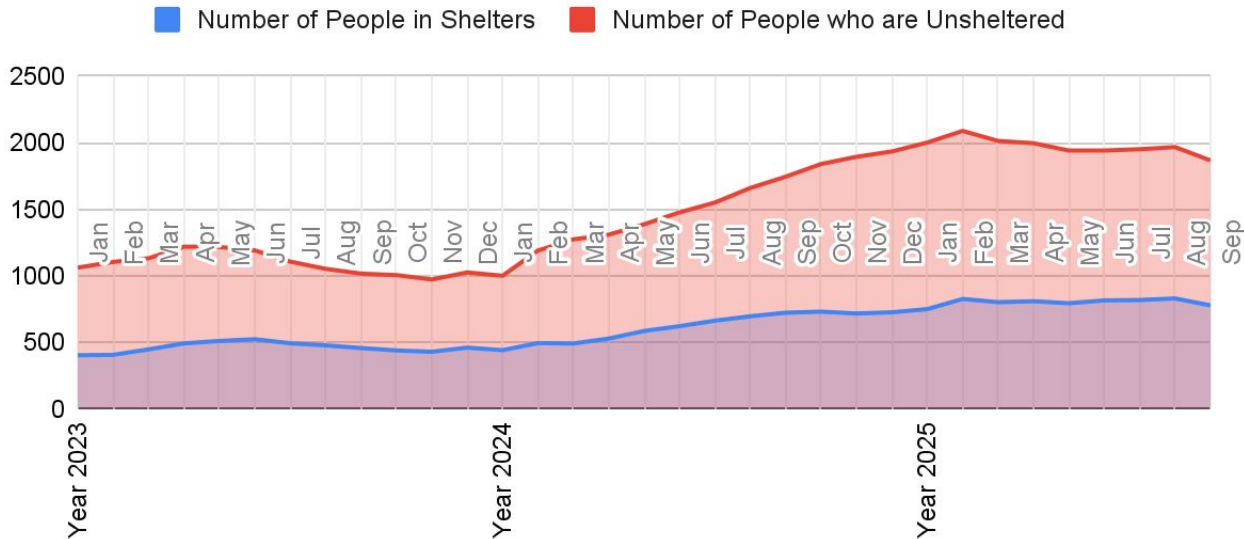
Survivance &
overcoming
adversity

Challenges and Solutions

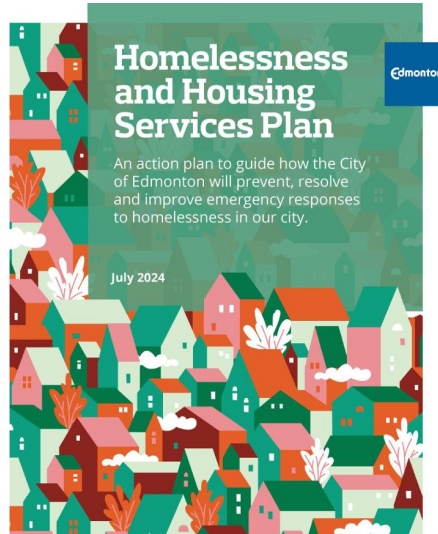
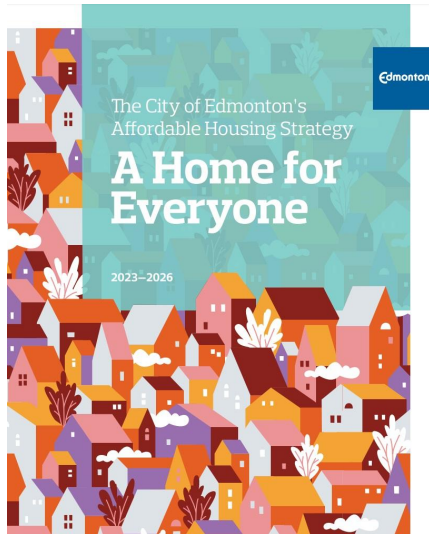
Challenge 1: Visible Homelessness and Distress

Number of People Experiencing Homelessness by Most Frequent Place of Stay (2023-2025)

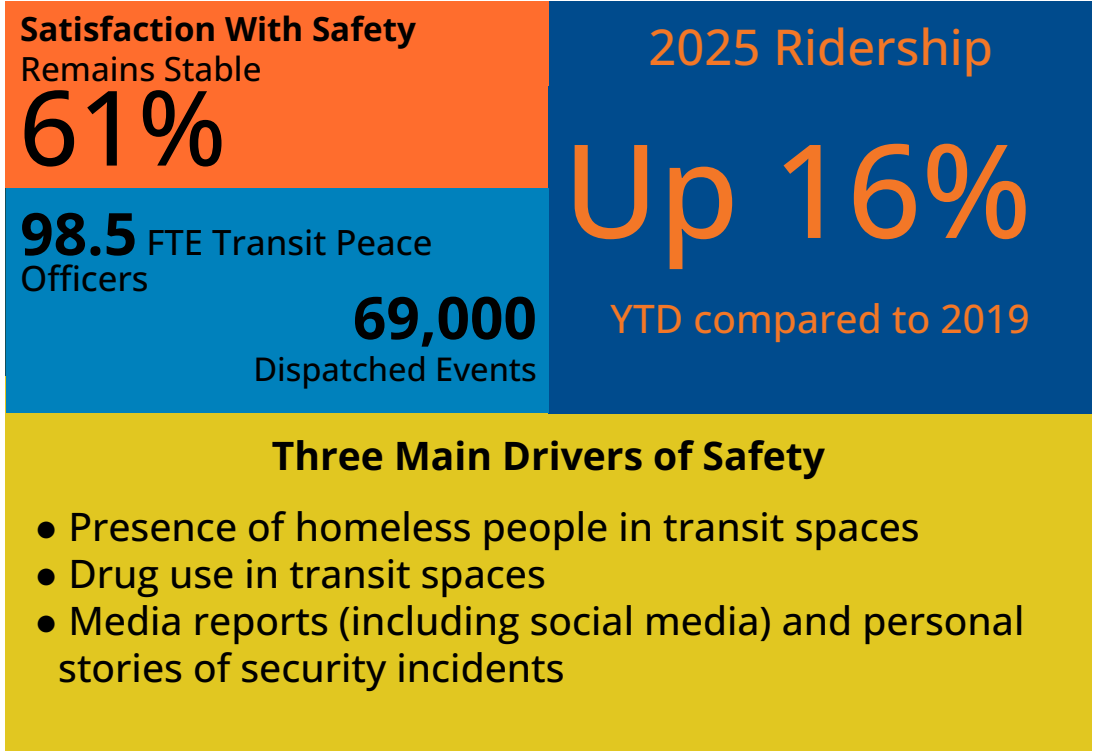
The categories are stacked to represent the total number of people counted



Solutions: Strategy and Action



Challenge 2: Transit Safety

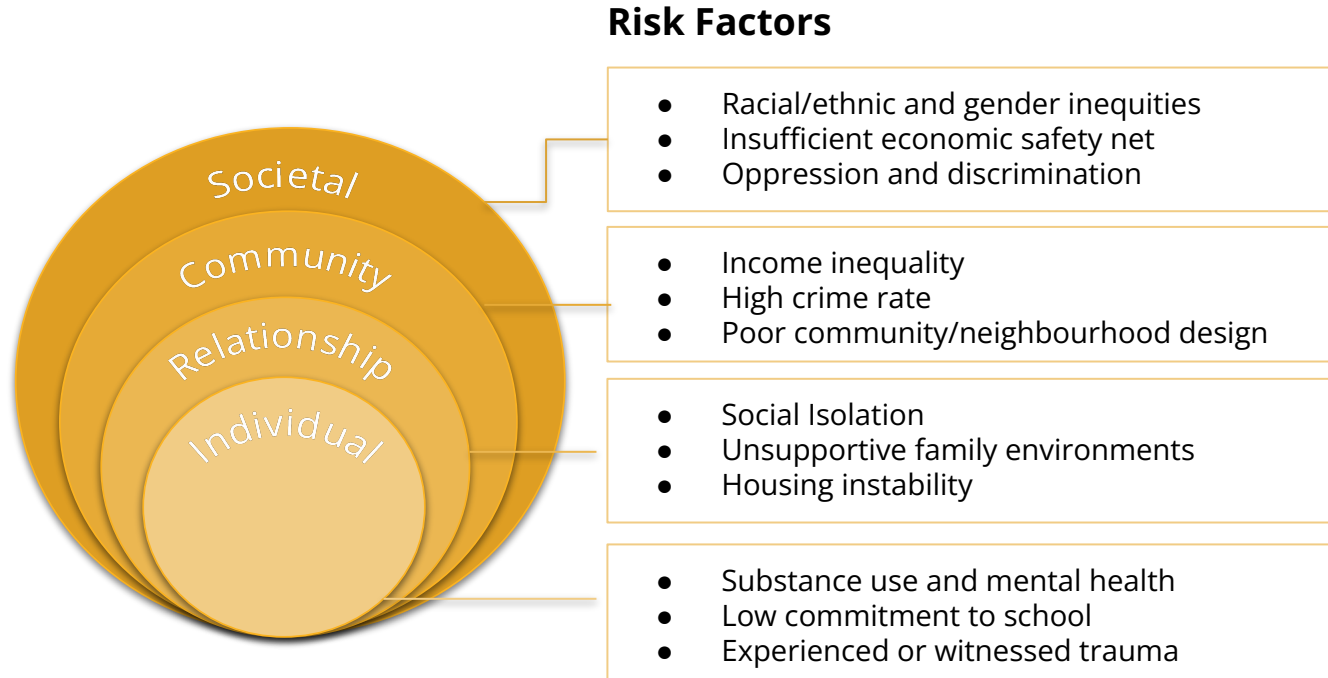


Unless otherwise indicated, all data is 2024 totals

Solutions: Transit Safety



Challenge 3: Risks of Violence



Solution: Blueprint for Violence Prevention

1 Build Structure for Impact & Sustainability

We strengthen how we lead and work together, now and into the future. This means creating a shared and lasting plan to put our violence prevention strategy into action.

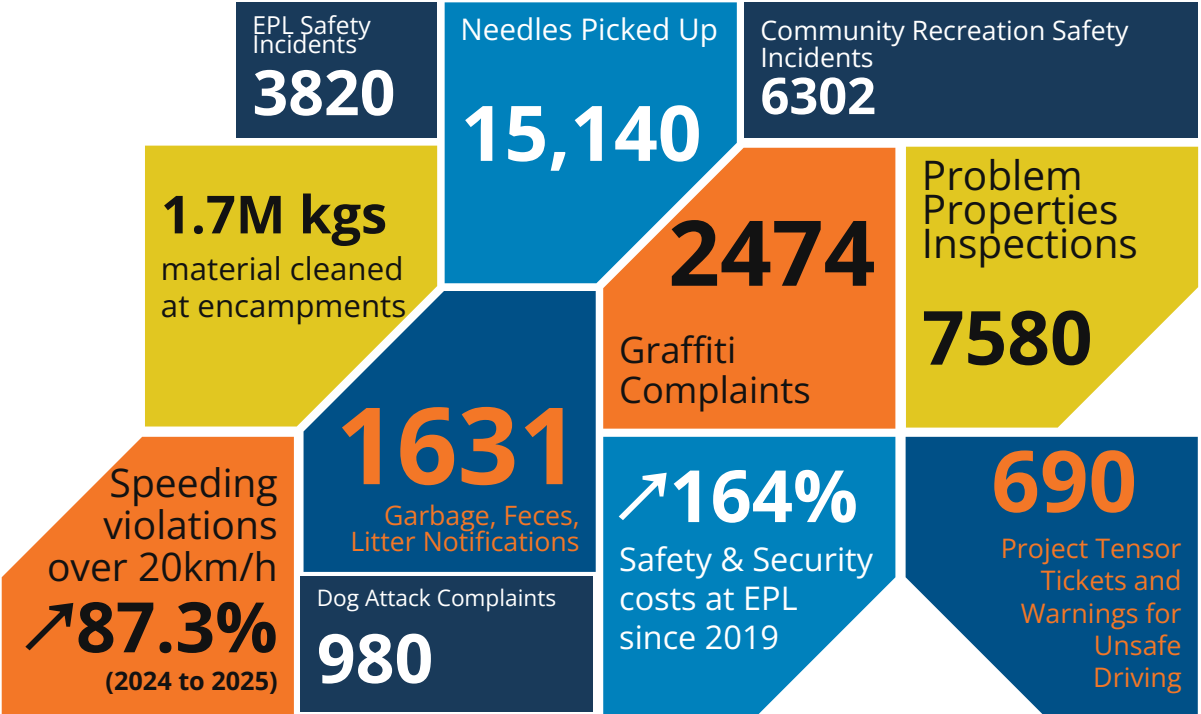
2 Prevent Violence in the Near Term

We tackle violence occurring now. We use targeted strategies to stop violence where it's happening and help those most affected.

3 Move Upstream

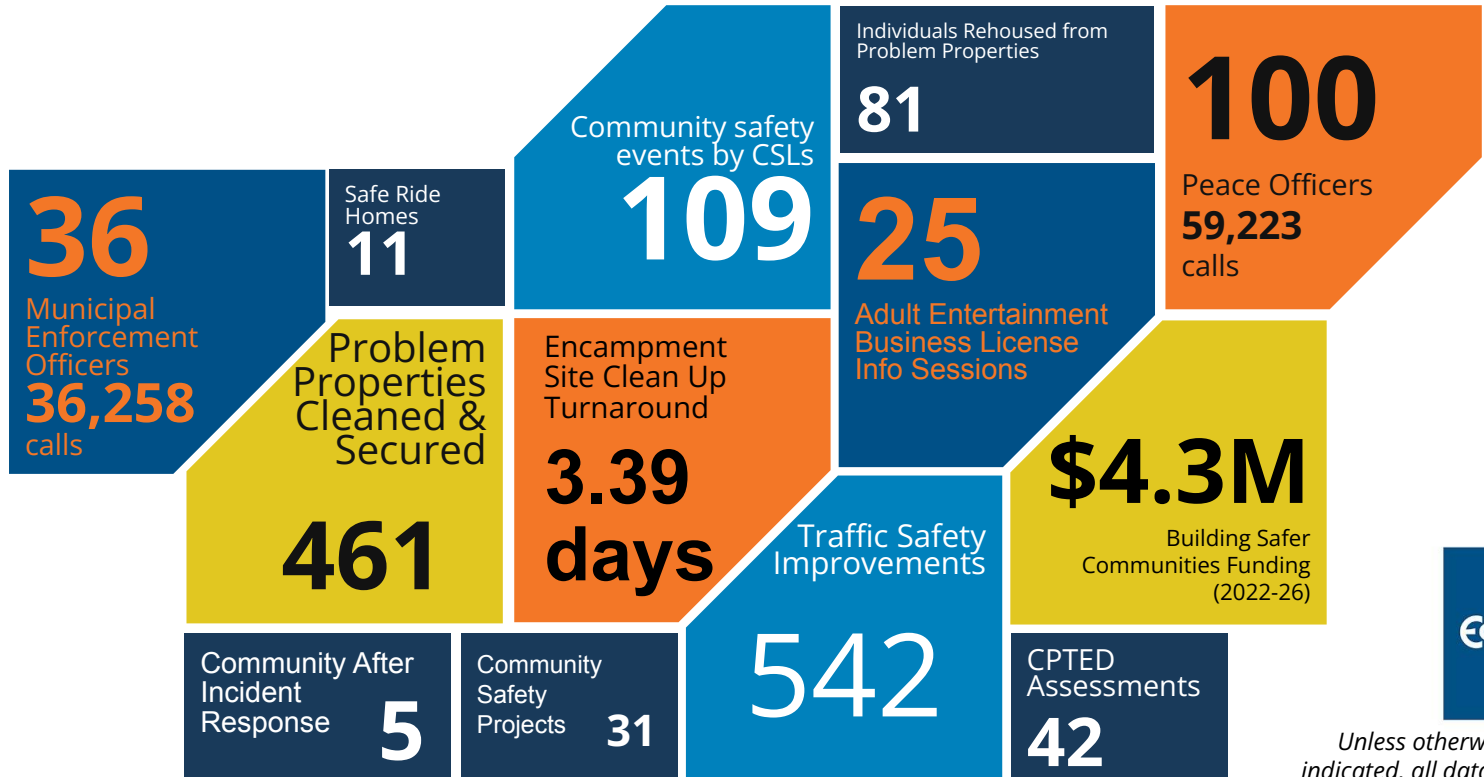
We stop violence before it even starts. It's about creating safe, healthy places that help people thrive, so violence doesn't have a chance to take hold.

Challenge 4: Disorder in Neighbourhoods and Community Spaces



Unless otherwise indicated, all data is 2024 totals

Solutions: Community Presence and Response

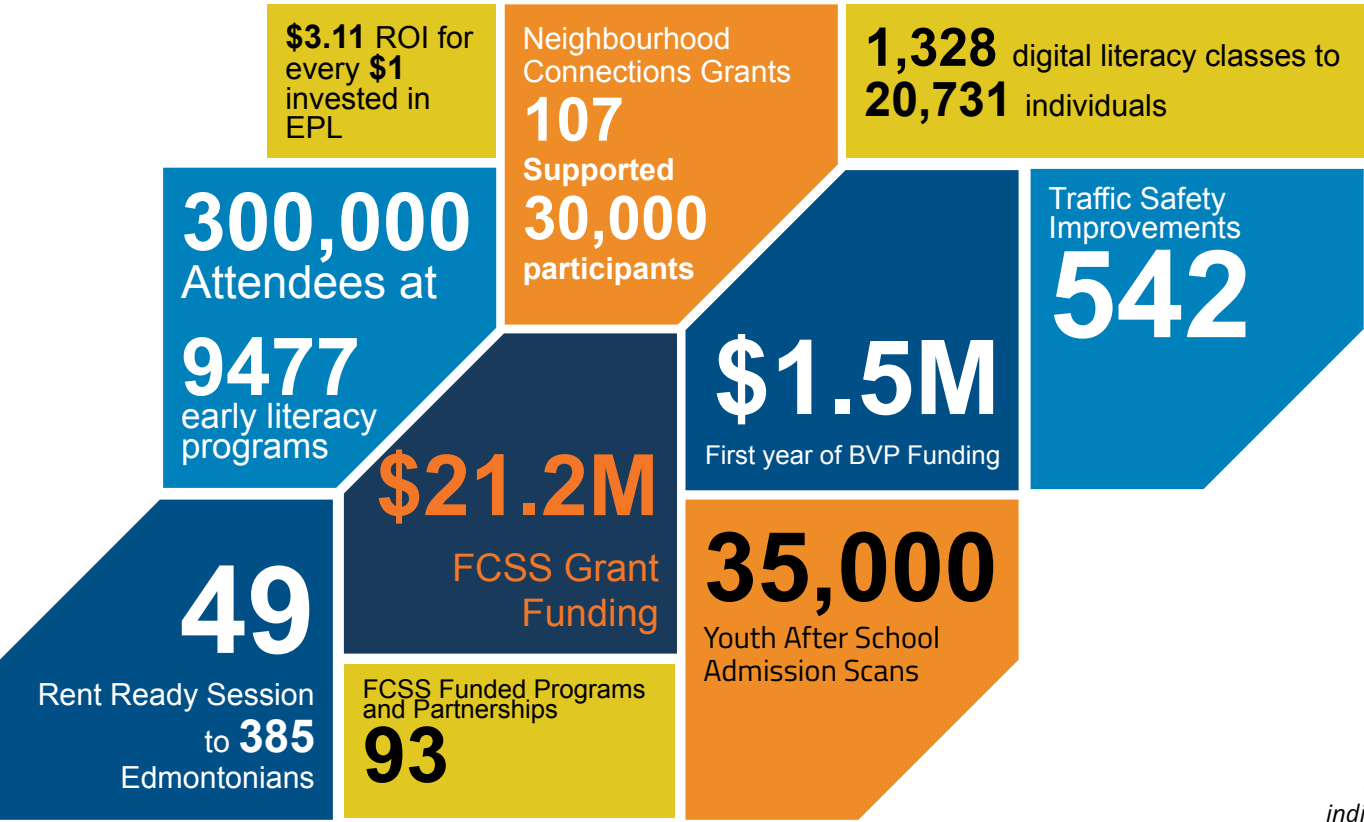


Collaboration and Partnerships

From Shared Problems to Shared Solutions

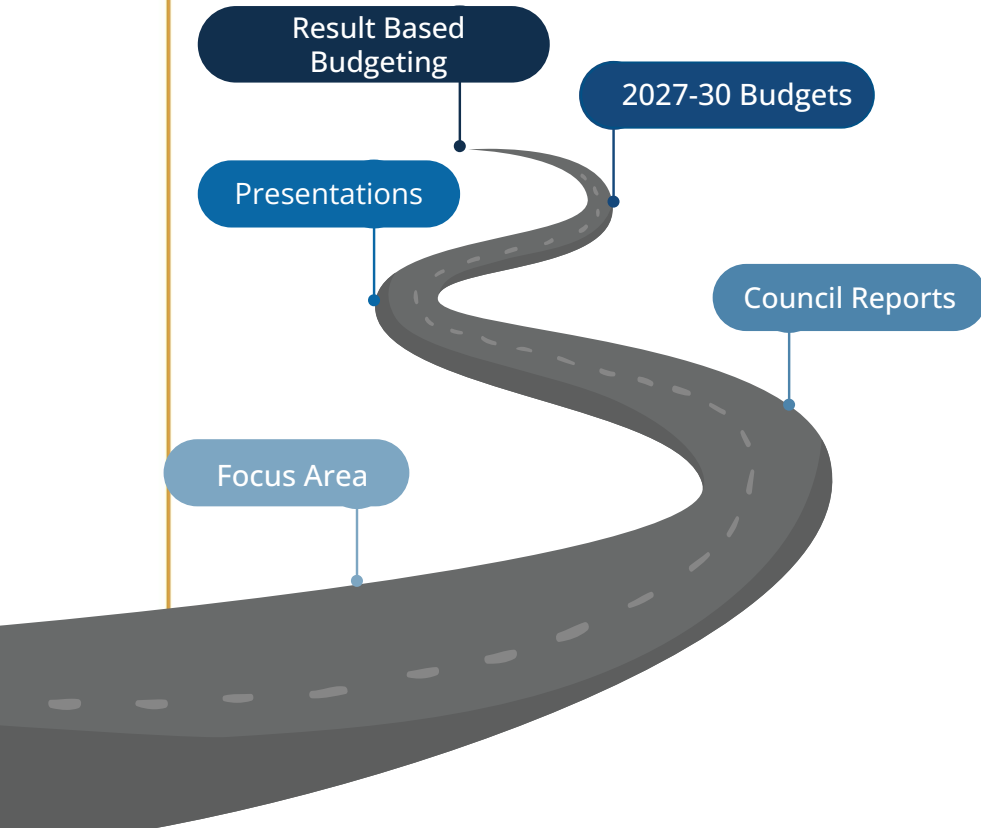


Invest Upstream for Returns Downstream



Unless otherwise indicated, all data is 2024 totals

The Path Ahead



Results Based Budgeting

The implementation of **Results Based Budgeting** formally embeds quantifiable Key Performance Indicators (KPIs) and performance measures into safety and security discussions.

Budget Deliberations

During the **Fall 2025** and the **2027–2030 Budget Deliberations**, Council will establish service mandate based and financial resources required for Advancing Safety and Security.

Department & Branch Presentations

The March 2026 **Department and Branch Presentations** will offer a greater level of information for how Safety and Security is being addressed in various departments.

Council Reports

Throughout the year, Council will receive routine **Council Reports** that often contain specific data and commentary on the current performance of various services.

Focus Area

The **Focus Area** presentation covers the foundation of the Advancing Safety and Security and the work underway to achieve the outcomes of this Focus Area.

What We Need From You

- What did we miss that you feel is important or other insights you have on this topic?
- What is important for you to know to support these safety and security efforts ?
- Is there anything we've shared with you today that doesn't align with what you heard during the election?
- What does success in safety and security look like?

Thank you.

Edmonton