

GBA+

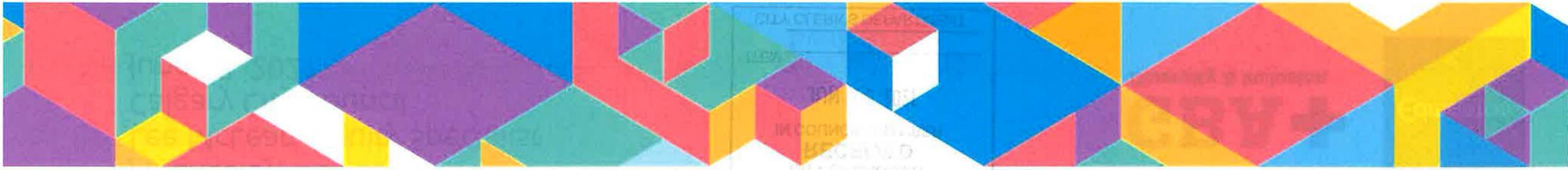
At the City of Edmonton

Jill Chesley, D&I Lead
Lee McLean, Equity Specialist
Calgary City Council
June 28, 2021

CITY OF CALGARY
RECEIVED
IN COUNCIL CHAMBER
JUN 28 2021
ITEM: S.1 C2021-0780
DISTRIBUTION
CITY CLERK'S DEPARTMENT

GBA+
Diversity & Inclusion

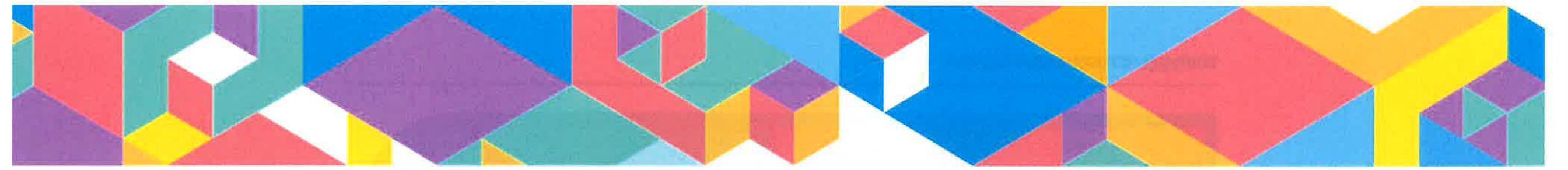




THE ART OF INCLUSION



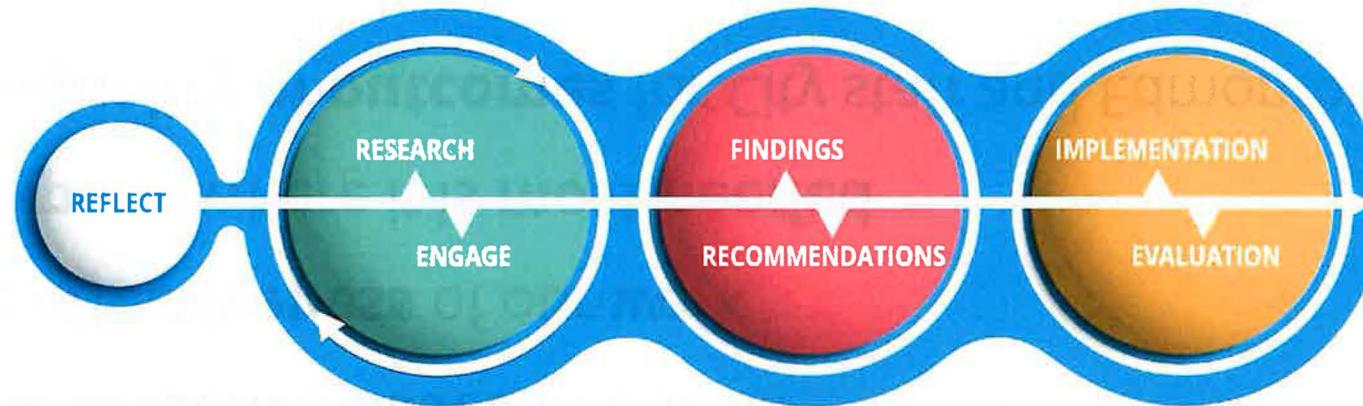
OUR DIVERSITY & INCLUSION FRAMEWORK



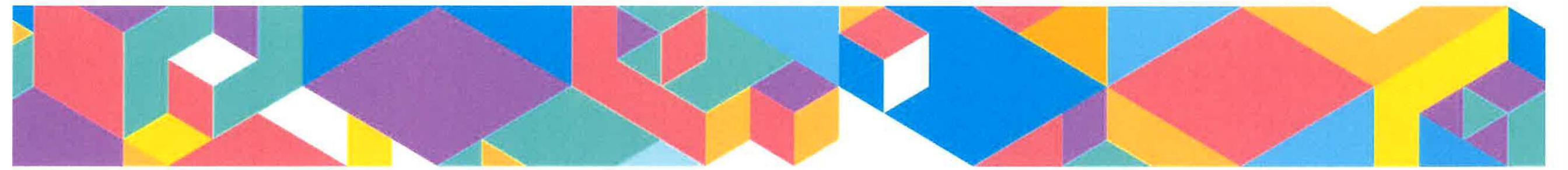
GBA+ ...

- Is a method of analysis that recognizes how people are impacted differently by systems of power, as well as by privilege and marginalization
- Makes our work more inclusive and equitable
- Helps us make **evidence-based** decisions
- Improves the **effectiveness** of our work
- Directs us to **spend** where it is **most needed**
- Help ensure **equality of outcomes** for City staff and Edmontonians

THE PROCESS OF INCLUSION



<p>REFLECT</p> <p>Ongoing reflection helps to:</p> <ul style="list-style-type: none"> ■ Consider intersectional diversity ■ Identify our own perspectives ■ Attend to bias and stereotypes ■ Identify missing or marginalized perspectives 	<p>RESEARCH</p> <ul style="list-style-type: none"> ■ Seek information through various methods ■ Seek disaggregated data ■ Determine best practice for inclusion <p>ENGAGE</p> <ul style="list-style-type: none"> ■ Determine who, when, and how to engage ■ Create engagement plans that consider the needs of identified communities 	<p>FINDINGS</p> <ul style="list-style-type: none"> ■ Describe what you learned <p>RECOMMENDATIONS</p> <ul style="list-style-type: none"> ■ Identify equity measures needed to address each finding ■ Discern priorities and appropriate actions 	<p>IMPLEMENTATION</p> <ul style="list-style-type: none"> ■ Create an implementation plan for each equity measure ■ Determine current and future plans <p>EVALUATION</p> <ul style="list-style-type: none"> ■ Evaluate the effectiveness of your equity measure(s)
---	--	--	--



GBA+ A Systemic Approach

2019



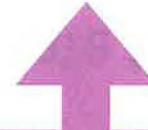
Responsibility Center

Corporate Equity Specialist
D&I Team

2019

GBA+ Tool

The Art of Inclusion;
Our Diversity & Inclusion Framework



GBA+ Advisory Committee

Diverse Committee

Centres of Excellence & Leads

Each Department and Office of the City Manager

2020/21



GBA+ Training

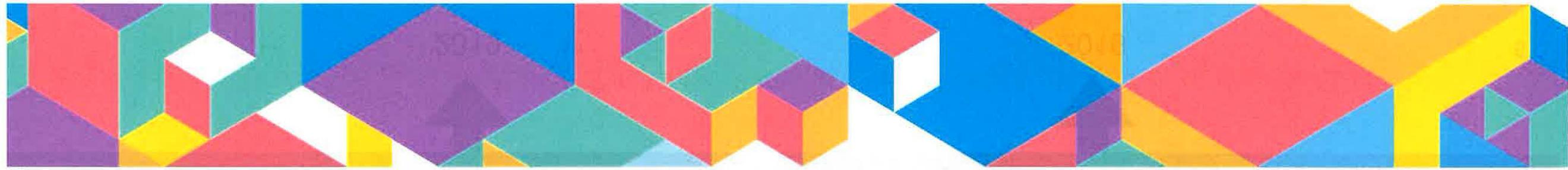
Employee Intranet Videos
Instructor-Led Classes



2019



2019



Safe Mobility Strategy

- Zero traffic-related serious injuries and fatalities through safer and more livable streets
- Groups and modes for which Edmonton's transportation network is less safe:
 - women reported feeling less safe than men
 - those walking or taking transit reported most impact related to their identity

Learning from Crash Data

 High Crash Neighbourhoods

Number of 311 Traffic Safety Inquiries

1-9

 10-19

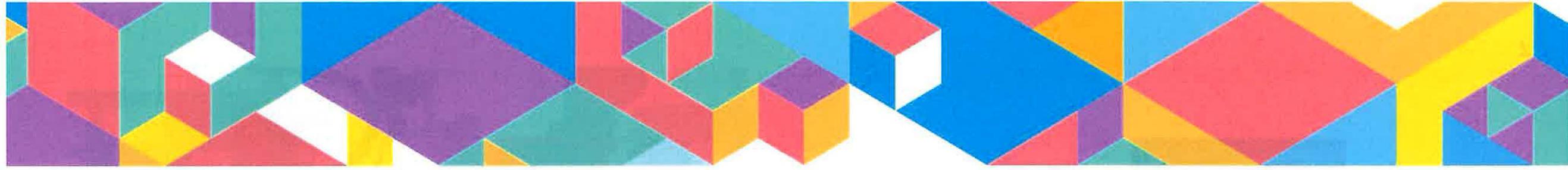
 20-29

 30-39

 40-49

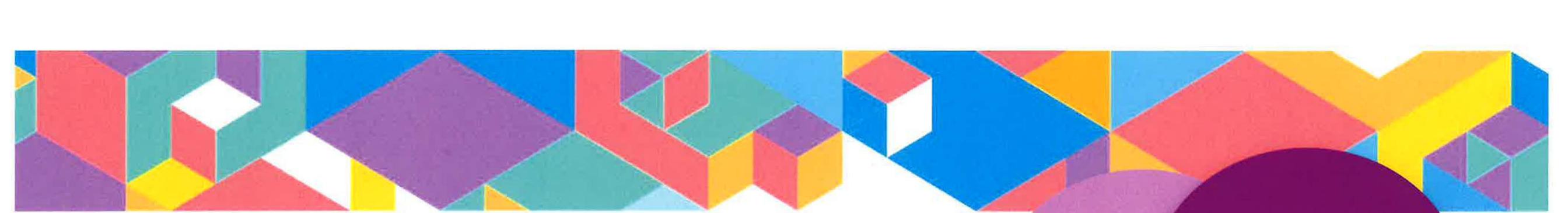
 50-59





Building Equity into Implementation - Key Actions

- Proactive safety reviews
- Prioritization criteria
- Focused relationship building to address inequity
- Project transparency and communication



GBA+ Impact - What We Heard

Peace Officer hiring managers were trained on asking questions regarding bias and how to score applicants

Changes as a result of applying GBA+ to our brand guidelines

GBA+ made it easier to make some decisions when considering who may be excluded

Help us to mitigate risk

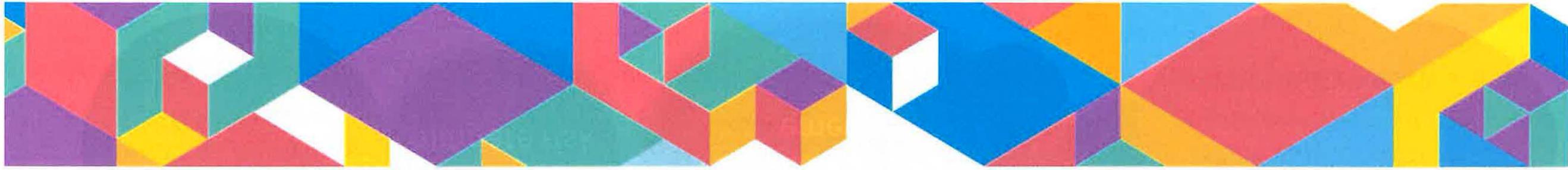
Uplifting to see a common language around inclusion emerge

Me. Me. Me. GBA+ moved "me" past "me."

Identified root causes of the underrepresentation of women firefighters and highlighted achievable strategies to mitigate this issue

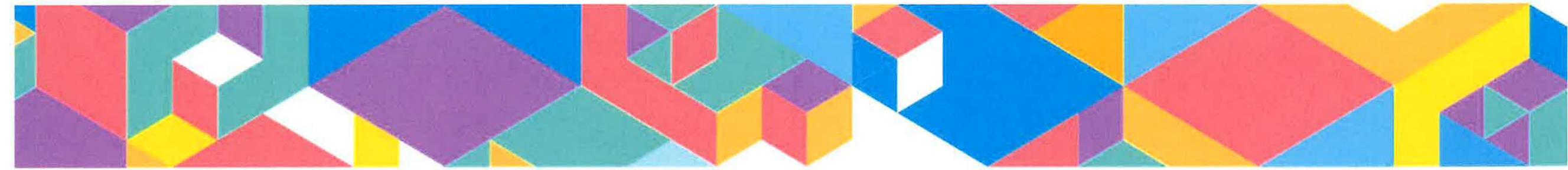
Review of each financial asset will include consideration of the community value

The whole transit system will be safer for everyone



Next Steps

- Incorporate GBA+ into Council reports and other City templates
- Determine measures and identify an evaluation plan
- Develop GBA+ data collection standard requirements
- Analyze disaggregated employee data
- Changing job postings to better reflect equity
- Report annually to City Council



GBA+
Diversity & Inclusion



Thank you!