GBA+

At the City of Edmonton

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GBA+
Diversity & Inclusion

Edmonton

THE ART OF INCLUSION

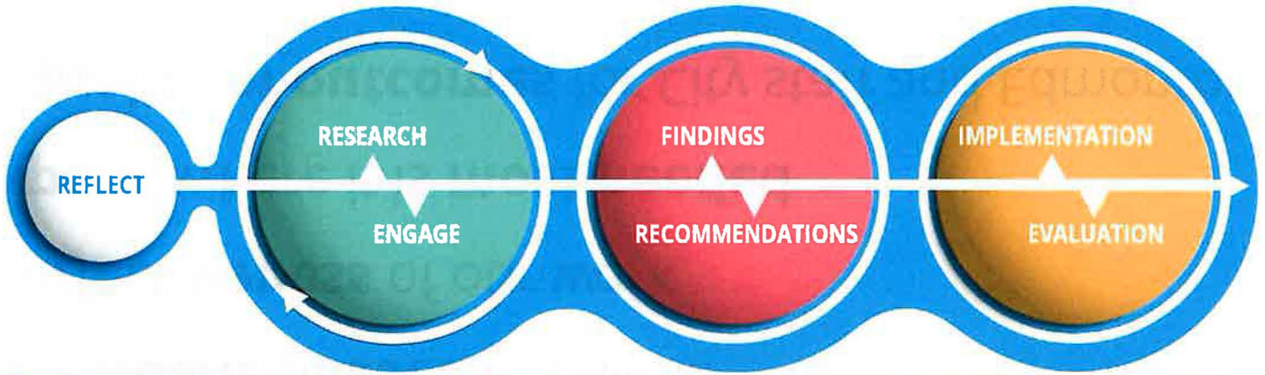
OUR DIVERSITY & INCLUSION FRAMEWORK

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

GBA+ Diversity & Inclusion



REFLECT

Ongoing reflection helps to:

- Consider intersectional diversity
- Identify our own perspectives
- Attend to bias and stereotypes
- Identify missing or marginalized perspectives

RESEARCH

- Seek information through various methods
- Seek disaggregated data
- Determine best practice for inclusion

ENGAGE

- Determine who, when, and how to engage
- Create engagement plans that consider the needs of identified communities

FINDINGS

- Describe what you learned

RECOMMENDATIONS

- Identify equity measures needed to address each finding
- Discern priorities and appropriate actions

IMPLEMENTATION

- Create an implementation plan for each equity measure
- Determine current and future plans

EVALUATION

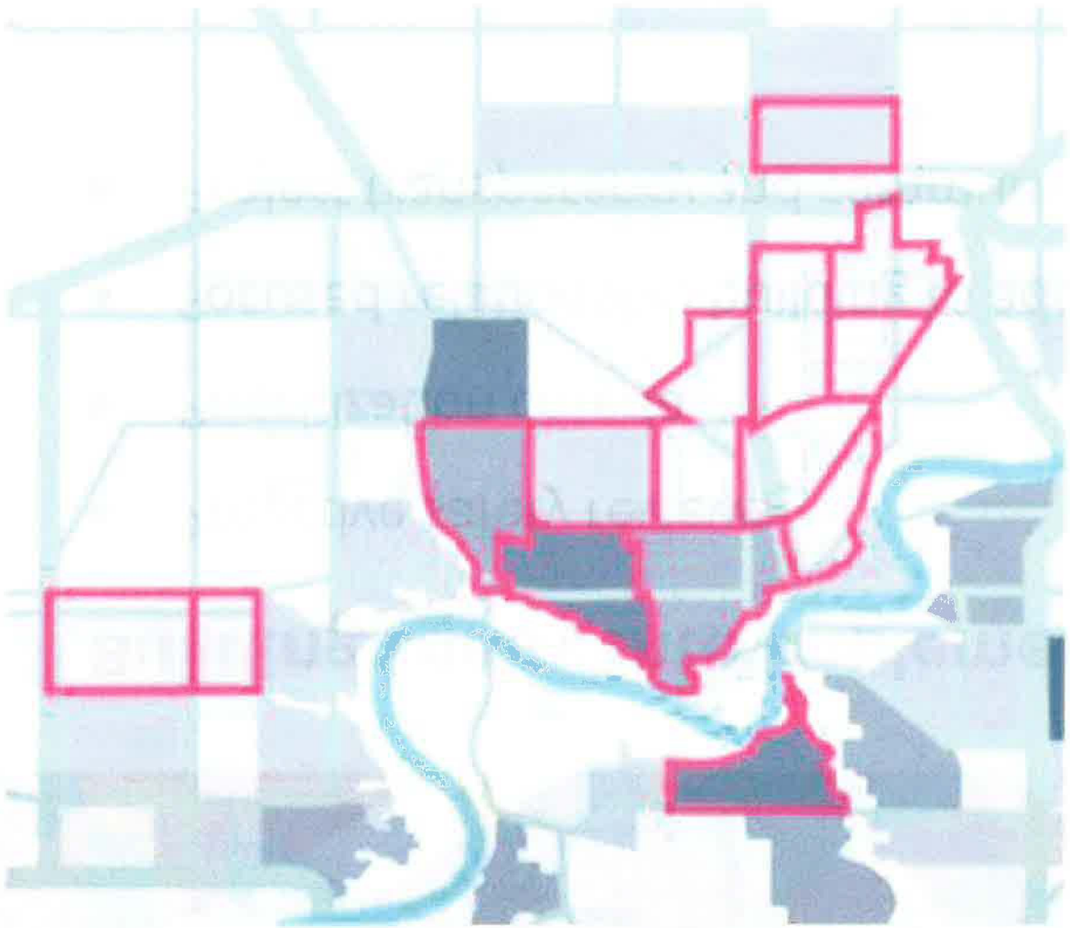
- Evaluate the effectiveness of your equity measure(s)

GBA+ A Systemic Approach

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

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

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Thank you!