

**CALGARY FIRE DEPARTMENT SUSTAINABILITY PLAN UPDATE**

In 2008, the Calgary Fire Department (CFD) adopted a series of sustainability priorities to guide its future planning. These priorities aligned with The City of Calgary’s 2020 Sustainability Direction and formed the foundation of CFD’s Sustainability Plan 2011-2021. To reflect emerging thinking, and practices and philosophies from across The City, a cross-disciplined team of representatives from business units across the City were consulted. CFD’s Sustainability Plan provides an integrated, holistic vision for CFD, and provides a balanced approach to addressing the social, environmental and economic factors influencing its service to citizens.

The following is a summary of the visions, targets, and strategies that were designed to support CFD’s six sustainability priorities:

Priority	Vision	2021 Targets	Strategies
Managing growth	We will effectively and efficiently balance fire and public safety service requirements by securing resources and long-term funding sufficiency for service provision and education.	Emergency response performance is maintained or improved, user fees and revenue is increased, and capital lifecycle guidelines are in place.	Adopt technology, explore alternate service models, and develop asset management strategies to demonstrate value to citizens.
Ensuring safe communities	We will provide services fundamental to the quality of life of citizens by managing changing and growing demand for community safety services.	Fire stations are community hubs, our staff enhance and ensure the safety of citizens, and Calgarians are satisfied with our services.	Engage citizens, deliver community safety prevention and education initiatives, and balance public safety demands.
Leading in service to citizens	We will be a leader in fire and community safety practices and create value for citizens by driving innovation to reduce risk to lives and property and support efficient operations.	Performance against comparable municipalities is met or exceeded, financial proxies are submitted, and formal relations are established.	Lead advocacy efforts, integrate outcome- and efficiency-based measures, leverage science and research to reduce fire risks, and measure social contribution.
Evaluating our environmental stewardship	We will reduce our carbon footprint, our water use and waste, and become an energy neutral organization by developing environmental safety partnerships.	Hazardous waste is diverted, greenhouse gas emissions are reduced, facilities have generated energy, and hazardous spills are prevented from entering our land and waterways.	Develop an environmental sustainability plan, provide renewable resources, and devise strategies to address climate hazards and impact on the environment.
Valuing and empowering our workforce	We will create a sustainable workforce, fully understand and manage our capital risk, and our employees will be safe and engaged by working collaboratively with management and labour.	Human capital risk is quantified, successors are identified, employees are satisfied, technology is in place, revenue is generated, and an occupational injury index is established.	Provide recruitment and outreach, secure employee feedback, identify gaps in workforce training, evaluate technologies and integrate occupational health and safety strategies.
Building service resiliency through emergency management	We will achieve public safety resiliency, contribute to safe communities, and have a comprehensive emergency management program, by developing partnerships.	Formal agreements are established, staff receive training, staff are mobilized during large-scale disasters, and communities have demonstrated resiliency.	Identify emerging issues, conduct internal emergency management risk assessment, develop workforce strategies, and collaborate and define role in assisting communities.