

Law, Legislative Services and Security Briefing to

Executive Committee

2026 April 14

ISC: UNRESTRICTED

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Privacy Management Program 2025 Annual briefing report

PURPOSE OF BRIEFING

At the 2020 January 27 Strategic Meeting of Council, Council directed that the City Clerk/FOIP Head provide an annual report to the Executive Committee (formerly Priorities and Finance Committee) on the Privacy Management Program. The City of Calgary's ("The City's") Privacy Management Program 2025 Annual Report conveys the activities of the Privacy Management Program and highlights key achievements for Calgarians and The City.

SUPPORTING INFORMATION

Attachment 1, *2025 Privacy Management Program Annual Report*, provides information on The City's key privacy statistics in addition to privacy trends and outlines the status of the *Privacy Program Strategic Plan*.

On June 11, 2025, the *Access to Information Act* ("ATIA") and the *Protection of Privacy Act* ("POPA") came into force in Alberta, along with their accompanying Regulations. Together, these Acts replace the *Freedom of Information and Protection of Privacy Act* ("FOIP Act"). Intended to modernize and strengthen access and privacy in Alberta's digital age, ATIA and POPA introduce changes to how City employees manage access to information requests and protect personal information.

POPA builds on existing personal information protections and introduces some new requirements for how The City handles personal information, data derived from personal information and non-personal data.

The focus for 2025 was to begin aligning The City's privacy practices with new legislative requirements. The City took a phased approach introducing changes to the Protection of Privacy Administration Policy to ensure that City employees are aware of their responsibilities and that they are equipped to meet their obligations under the legislation.

Next Steps

2026 will bring the expansion of The City's Privacy Management Program as per the obligations of POPA. The City must develop policies, procedures and tools to ensure privacy is protected and ensure The City's internal policies and procedures align with POPA and promotes accountability and transparency, giving individuals the opportunity to understand how their personal information is managed by The City.

ATTACHMENT

Attachment 1 – 2025 Privacy Management Program Annual Report

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The City Solicitor and General Counsel, Jill Floen concurs with the information in this Briefing.