

Social Development

Edmonton

# Beyond Belonging

The 2SLGBTQIA+ Safe  
Spaces Action Plan

2026

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## LAND ACKNOWLEDGEMENT

The City of Edmonton acknowledges the traditional land on which we reside is in Treaty 6 territory. We honour the diverse Indigenous Peoples whose ancestors' footsteps have marked this territory for centuries, such as the nêhiyaw (Cree), Dene, Anishinaabe (Saulteaux), Nakota Isga (Nakota Sioux) and Niitsitapi (Blackfoot) peoples. We also acknowledge this as the Métis homeland and home of one of the largest communities of Inuit south of the 60th parallel.

Beyond Belonging: The 2SLGBTQIA+ Safe Spaces Action Plan is not the first nor only effort to confront hate against 2SLGBTQIA+ people on these lands. We honour the leadership, resistance and community-building of Indigenous, Two-Spirit and Indigiqueer people who have long advanced inclusion and safety. Their work provides essential frameworks for understanding what safety and belonging truly mean in Edmonton. We acknowledge the importance of naming the relationships between land, colonialism and inclusion. This project is a step forward on a path shaped by those who came before, and one that calls for continued care and commitment.



*“pisiskapahtam” by Lana Whiskeyjack / Courtesy of [Indigenous Framework](#)*

## **THANK YOU TO 2SLGBTQIA+ EDMONTONIANS**

The City of Edmonton extends our sincere thanks to the more than 900 2SLGBTQIA+ Edmontonians who generously shared their time, experiences and voices as part of this project. We recognize the emotional labour and vulnerability it takes to speak about personal experiences, especially when those experiences relate to identity, safety and inclusion. Your willingness to engage with these sensitive issues created space for deeper understanding of your lived experiences and will contribute to meaningful change in the City of Edmonton. This action plan exists because of your openness and we hold your contributions with the utmost care and respect. We further want to extend our gratitude to the following organizations, community groups and civic agencies for their services to 2SLGBTQIA+ Edmontonians and their ongoing input in the development of Beyond Belonging: The 2SLGBTQIA+ Safe Spaces Action Plan:

- Advocating for Sex Positive Education & Consent Culture
- Alberta 2SLGBTQI+ Chamber of Commerce
- ARC Foundation
- Boyle Street Community Services
- Canadian Mental Health Association - BriteLine
- Canadian Native Friendship Centre
- Comité FrancoQueer de l'Ouest
- Community, Health, Empowerment & Wellness (CHEW) Project
- Community Initiatives Against Family Violence
- Edmonton 2 Spirit Society
- Edmonton Community Foundation
- Edmonton Drag Festival
- Edmonton Newcomers Centre - Rainbow Refuge
- Edmonton Pride Seniors Group
- Edmonton Public Library
- Edmonton Public School Board
- Edmonton Queer History Project
- Emancipatory Entrepreneurship Knowledge Hub
- Explore Edmonton
- Jewish Federation of Edmonton
- John Humphrey Centre for Peace and Human Rights
- MacEwan University - Centre for Sexual and Gender Diversity
- NorQuest College - The Pride Lounge
- Okimaw Kihêw Mèkwanak
- pflag

- PolicyWise for Children
- Pride Centre of Edmonton
- Pride Corner on Whyte
- Queer and Trans Health Collective
- Queer Youth Prom
- Rainbow Alliance for Youth of Edmonton
- Rarica Now
- Sage Seniors Association
- Sexual Assault Centre of Edmonton
- Spirit of Hope United Church
- StopHateAB
- The Imperial Sovereign Court of the Wild Rose
- Trans Rights YEG
- The Landing
- University of Alberta - Firefly Institute
- Women's Advisory Voice of Edmonton
- Youth Empowerment and Support Services
- Zetna Collective

These organizations contributed in a wide range of ways to Beyond Belonging: The 2SLGBTQIA+ Safe Spaces Action Plan, including participating in pre-engagement advisory workshops, hosting and facilitating conversations with 2SLGBTQIA+ Edmontonians throughout 2025, responding to and giving further insight on the What We Heard report at a Community Meal and participating in workshops to align and confirm the draft Action Plan. We are immensely grateful for these efforts, and hope our appreciation is demonstrated not only in this plan, but in the City of Edmonton's commitment to implementing the plan.

## PROJECT OVERVIEW

### Context

The City of Edmonton strives to create a safe and welcoming place for everyone who calls Edmonton home. In recent years, however, there has been a rise in hate-motivated crimes, incidents and anti-2SLGBTQIA+ sentiment<sup>1</sup>. The Edmonton Police Service has seen an upward trend in hate crimes and incidents targeting 2SLGBTQIA+ people between 2020 and 2025's year-to-date data<sup>2</sup>. This trend affects not only the approximately 2,000 Edmontonians who identify as trans women, trans men, Two-Spirit, non-binary, or gender-diverse<sup>3</sup>, the nearly 40,000 residents who identify as part of broader 2SLGBTQIA+ communities and the more than 10 per cent of Canadian youth who identify as 2SLGBTQIA+<sup>4</sup>, but also the city's overall sense of inclusion and civic trust. These realities challenge Edmonton's vision of itself as a welcoming city and reinforce the urgent need for action that fosters safety, belonging and respect for all, further supported by the community insights discussed in Appendix A.



Throughout public engagement to inform *Beyond Belonging: The 2SLGBTQIA+ Safe Spaces Action Plan*, 2SLGBTQIA+ Edmontonians wrote down in heart-shaped cut-outs their responses to the question: “What is one hope you have for 2SLGBTQIA+ people in Edmonton that you want to share with the broader community?” Some of these answers are displayed throughout this Action Plan to share these voices and demonstrate how this input directly shaped this plan.

<sup>1</sup>In 2023, the most recent year national data is available, there were 860 hate crimes reported to police across Canada where motivation was hatred based on sexual orientation. In 2024, Edmonton Police Service shared that there were 24 reported hate crimes and 26 hate incidents targeting 2SLGBTQIA+ people in Edmonton, with 14 hate crimes and 25 hate incidents targeting 2SLGBTQIA+ people in 2025 as of January 27, 2026 (see Appendix A).  
<https://www150.statcan.gc.ca/n1/daily-quotidien/250325/dq250325a-eng.htm>

<sup>2</sup> This increase is likely influenced by a combination of factors, including the improved ease of reporting via online platforms and the ongoing relationship-building efforts between the 2SLGBTQIA+ community and the Edmonton Police Service, which may have encouraged more victims to come forward. Additionally, these local figures reflect a general upward trend in hate crimes reported across Canada.

<sup>3</sup>Retrieved May 2025 from:  
<https://public.tableau.com/app/profile/city.of.edmonton/viz/2019EdmontonMunicipalCensus/2019EdmontonMunicipalCensus>

<sup>4</sup> This number is based on an estimate from the 2019-2021 Canadian Community Health Survey that 4.4 per cent of the Canadian population over the age of 15 is 2SLGBTQIA+.  
<https://www150.statcan.gc.ca/n1/daily-quotidien/240125/dq240125b-eng.htm>

## Project Background

The City of Edmonton's commitment to advancing 2SLGBTQIA+ inclusion and safety is rooted in the direction set by Edmonton's Council, as well as direction from the City Plan<sup>5</sup>. It seeks to honour and complement a powerful legacy of decades of work and ongoing efforts by 2SLGBTQIA+ communities in Edmonton. Three key motions provided the mandate and initial resources to guide and support this work.

At the July 4/5, 2023 Edmonton Council meeting, the following motion was passed:

*That Administration: Draft a report on what would be needed to work with 2SLGBTQIA+ individuals, groups, employees, and organizations to develop a 2SLGBTQIA+ community advisory committee and a 2SLGBTQIA+ Action Plan for the City to enhance support and services for the 2SLGBTQIA+ community, address rising hate, and create safe and inclusive public spaces.*

At the April 3, 2024 Council meeting, the following motion was passed:

*That the 2024 operating budget for the Social Development branch be increased by \$155,000 on a one-time basis, with funding from Council Contingency, to fund 2SLGBTQIA+ engagement contract work and support FTE as outlined in Attachment 3 of the March 18, 2024, Community Services report CS01972.*

At the October 2, 2024 Council meeting, the following motion was passed:

*That the Social Development Branch 2025 and 2026 operating expenditure budget be increased by \$2,000,000 on a multi-year basis to fund the Violence Prevention Action Plan Implementation, 2SLGBTQIA+ Safe Spaces Action Plan Implementation and Community Safety and Well-Being Grant Top-up with funding from the Community Safety and Well-being funds held within Financial Strategies.*

Specifically, this funding entailed \$750,000 per year in 2025 and 2026 for implementation of the 2SLGBTQIA+ Safe Spaces Action Plan. These Council motions provided the foundation and resources necessary to move this work forward. They reflect a clear commitment from the City to engage meaningfully with 2SLGBTQIA+ communities and take concrete steps toward building a safer, more inclusive Edmonton for all. In 2025, \$750,000 was distributed to 12 organizations through the Beyond Belonging 2SLGBTQIA + Grant Program to advance the priorities of this action plan.

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<sup>5</sup> Including, but not limited to [City Plan Policy 1.1.3](#): Promote opportunity, equality, and personal safety for women, girls, and gender minorities in Edmonton.

## Internal Alignment

The Beyond Belonging: 2SLGBTQIA+ Safe Spaces Action Plan is intentionally designed not as a standalone effort but as a strategic accelerator for the City of Edmonton's existing corporate vision. Its success is rooted in strong internal alignment, ensuring that the work is seamlessly integrated across departments and reinforces a unified, City-wide commitment to safety, equity and inclusion. This action plan directly contributes to and is supported by a foundational framework of established City initiatives, moving existing mandates forward by embedding an intersectional 2SLGBTQIA+ lens. This comprehensive approach ensures that the pursuit of safer spaces is holistic, sustainable and maximizes impact by leveraging the following key corporate initiatives:

- **Anti-Racism Strategy:** Works towards joint planning, enhanced GBA+, diverse City management and improved community access to facilities. Input from the Beyond Belonging: Creating a 2SLGBTQIA+ Safe Spaces Action Plan What We Heard Report and the 2SLGBTQIA+ Safe Spaces Action Plan Project Team will inform ongoing alignment and implementation with the Anti-Racism Strategy.
- **Art of Inclusion:** Aims for a diverse and inclusive workforce, addressing barriers, attracting talent and delivering quality, harassment-free services. Future Art of Inclusion updates will be informed in part by the Beyond Belonging: Creating a Safe Spaces Action Plan What We Heard Report.
- **Big City Moves:** Focuses on inclusivity, equity and reconciliation.
- **Blueprint for Violence Prevention:** Seeks to reduce and prevent violence, informed in part by the Beyond Belonging: Creating a Safe Spaces Action Plan What We Heard Report.
- **Community Safety and Well-Being Framework:** Emphasizes safe, inclusive spaces, well-being and equitable policies, with future work informed in part by the Beyond Belonging: Creating a Safe Spaces Action Plan What We Heard Report.
- **ConnectEdmonton:** Aims for a "Healthy City" promoting equity for all.
- **Corporate Business Plan:** Emphasizes well-managed projects, maintained assets and service delivery informed by Edmontonians through relationships and partnerships.
- **Indigenous Framework:** Prioritizes roles as Listeners, Connectors, Advocates and Partners, with seven intersecting commitments. Future updates to the Indigenous Framework will include a lens of Two Spirit and 2SLGBTQIA+ inclusion.

- **Missing and Murdered Indigenous Relatives (MMIR) Action Plan:** Focuses on violence prevention, GBA+ implementation and safe, culturally appropriate transportation.

## Project Timeline



## ACTION PLAN

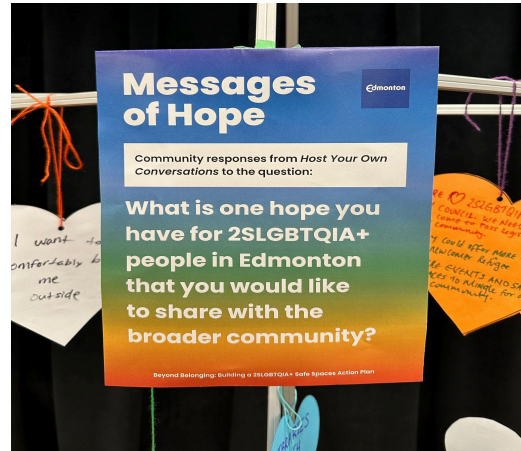
This section outlines the Beyond Belonging: 2SLGBTQIA+ Safe Spaces Action Plan (“Action Plan”) that all departments of the City of Edmonton will carry out from 2026 until the end of 2029. It is organized into seven actions with 53 associated subactions. The Action Plan responds to the input of nearly 800 2SLGBTQIA+ Edmontonians engaged between February and June 2025 (see Appendix C). It is further informed by a detailed Community Insights document (see Appendix A) that includes input from additional 95 community members and 41 City of Edmonton staff engaged between November and December 2025, and a Jurisdictional Scan (see Appendix B). The draft Action Plan was developed in collaboration with all City departments, and includes existing and future actions that align with the priorities identified during public engagement. As such, these actions demonstrate direct connection to appropriate and accountable business areas. The plan was then aligned and confirmed with community members in the fall of 2025. This input has informed adjustments to the below Action Plan.



*Okimaw kihêw mêkwanak hosted a collage-making workshop as part of their “Host Your Own Conversation” in 2025. The image featured here is one participant’s response to the question: “Imagine Edmonton in 10 years - what do inclusive city services, programs, spaces, and places look and feel like for 2SLGBTQIA+ people?”*

## Action 1: Design public spaces to enhance safety and inclusion for 2SLGBTQIA+ residents.

This action focuses on how public places including parks, transit, recreation centres and neighbourhood spaces can be designed and maintained so 2SLGBTQIA+ people feel welcome and safe.



### In Progress

1.01 Equity and inclusion are embedded into action plans and business-friendly supports that are designed to be accessible to all entrepreneurs, including supporting 2SLGBTQIA+ entrepreneurs.

1.02 The Edmonton washroom strategy (including for open spaces) references gender-based considerations in washroom design.

1.03 Administration will continue to schedule the annual Light the Bridge calendar to include the International Transgender Day of Visibility, International Day Against Homophobia, Transphobia, and Biphobia, Launch of Pride Season and Transgender Day of Remembrance as per the [specialty lighting guidelines](#). Note: when a federal or provincial Day of Significance coincides with a 2SLGBTQIA+ Day of Significance, the City of Edmonton reserves the right to share, re-prioritize, re-book or cancel specialty lighting bookings on the bridge to address emerging matters of international, national or local significance or identify other City lighting assets for use as appropriate.

### Short Term

1.04 Administration will update the City's Crime Prevention Through Environmental Design audit approach and public resources to include recommendations that enhance safety and inclusion of 2SLGBTQIA+ people.

1.05 Administrations will create a funding program using existing financial resources to help offset the audit and accreditation costs for Edmonton organizations seeking to be Rainbow Registered<sup>6</sup>.

1.06 Administration will explore having City locations become Rainbow Registered, including a pilot site at Edmonton City Hall.

1.07 Funding will be added to the Community Mural Grant to prioritize murals that communicate values of equity and inclusion, including for 2SLGBTQIA+ people, using existing financial resources.

### **Medium Term**

1.08 Administration will coordinate with internal and external partners to develop community safety projects (including but not limited to Crime Prevention Through Environmental Design (CPTED), and Scan Analyze Respond and Assess (SARA) projects conducted by the City's Community Safety Liaisons) to enhance 2SLGBTQIA+ safety in public spaces, guided by input from the Beyond Belonging: Creating a 2SLGBTQIA+ Safe Spaces Action Plan What We Heard Report.

1.09 Administration will ensure pre-engagement with community organizations and diverse community members is ongoing to ensure an informed and intersectional approach to Pride celebrations.

1.10 Administration will work with established community partners to develop equity and inclusion plans or policies.

1.11 Neighbourhood Services will prioritize funding applications that include an equity, inclusion and accessibility plan or policy.

### **Long Term**

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<sup>6</sup> [Rainbow Registered](#) is a national accreditation for 2SLGBTQI+ friendly businesses and organizations.

1.12 Administration will develop a changeroom approach for recreation facilities informed in part by the Beyond Belonging: Creating a 2SLGBTQIA+ Safe Spaces Action Plan What We Heard Report.

1.13 Include guidance regarding 2SLGBTQIA+ inclusion in Visual Identity Standards and Corporate Inclusive Language Guidelines.

1.14 During Security Audits of City facilities, the Office of the City Manager evaluates the physical safety and security of the facility for all peoples. The Office of the City Manager will complete additional analysis for the safety and security of a particular group, such as 2SLGBTQIA+ people, if relevant for the facility and if asked by the business area to do so.

1.15 Wayfinding for City owned and operated universal washrooms and changerooms will be installed as funding becomes available and/or when facilities go into temporary shutdowns or are newly opened.

1.16 Urban Planning and Economy and Community Services will use input from Beyond Belonging: Creating a 2SLGBTQIA+ Safe Spaces Action Plan What We Heard Report to inform the Downtown Policy Update Project and Edmonton Heritage Places Strategy.



## Action 2: Strengthen the City's response to hate and discrimination affecting 2SLGBTQIA+ residents.

This action focuses on how the City can visibly demonstrate leadership in addressing hate, discrimination and harm against 2SLGBTQIA+ people.



### In Progress

2.01 The City of Edmonton has been selected to participate in Project UPSTREAM pilot, a two-year project led by the Canadian Centre for Safer Communities and funded by Public Safety Canada through the Community Resilience Fund. The project seeks to pilot and scale up local multi-sectoral partnerships across Canada to strengthen social cohesion and address issues of hate that can lead to violence or violent extremism.

### Short Term

2.02 Community Services will lead a collaboration with relevant internal and external partners, including 311, Edmonton Transit Service, the Community Safety Team and the Anti-Racism team, to strengthen and connect reporting and support options for people impacted by hate crimes and incidents.

2.03 Financial & Corporate Services will work alongside Community Services to create a standardized trauma-informed script for 311 agents including details for local resources.

### Medium Term

2.04 City Operations will install signage promoting inclusion on buses and Light Rail Vehicles.

2.05 Community Services will implement communications that promote inclusion and safety of 2SLGBTQIA+ Edmontonians, and provide updates on the progress of the 2SLGBTQIA+ Safe Spaces Action Plan.

### Action 3: Align visible support with concrete municipal actions.

This action includes programs, funding and initiatives that support 2SLGBTQIA+ communities beyond visible statements or symbols.



*In June 2025, the City of Edmonton hosted a Community Meal as an opportunity to connect with 2SLGBTQIA+-led organizations and advocates while celebrating and validating the What We Heard Report resulting from the March-June engagements supported and hosted by many community partners.*

#### In Progress

3.01 Administration has dedicated staff to support the ongoing and collaborative implementation, evaluation and updating of Beyond Belonging: The 2SLGBTQIA+ Safe Spaces Action Plan alongside other City staff and community collaborators.

#### Short Term

3.02 Community Services will develop an investment plan to continue to support the priorities of the 2SLGBTQIA+ Safe Spaces Action Plan internally and for community organizations, including offering the Beyond Belonging Grant in 2026 and evaluation cafes to support effective funding of community efforts that align with the 2SLGBTQIA+ Safe Spaces Action Plan.

#### Medium Term

3.03 Input from the Beyond Belonging: Creating a 2SLGBTQIA+ Safe Spaces Action Plan What We Heard Report will inform the Accessibility Framework and upcoming Migrant Action Plan, Blueprint for Violence Prevention, Community Recreation & Culture Equity Plan, Equitable Recreation Program Audit, Transit Safety Plan and Social Infrastructure portfolios to include a lens of 2SLGBTQIA+ inclusion and safety in their development.

## Action 4: Maintain an intersectional approach.

The City will work to understand the experiences of 2SLGBTQIA+ residents who also experience racism, colonialism, ableism and other systemic barriers that affect access to and participation in City services and spaces.



### In Progress

4.01 The Affordable Housing Investment Program will continue to prioritize priority population groups, including 2SLGBTQIA+ communities.

4.02 The Housing Needs Assessment will explore the housing needs of priority population groups, including 2SLGBTQIA+ communities, and considers information made available through the 2SLGBTQIA+ Safe Spaces Action Plan engagements to address 2SLGBTQIA+ inclusion and safety.

4.03 The Office of the City Manager will continue to explore the feasibility of administrative tools and options to assist marginalized individuals with legal processes, such as claims submissions, as required.

### Short Term

4.04 Community Services will embed the Indigenous Relations Office and Anti-Racism efforts in the implementation of the 2SLGBTQIA+ Safe Spaces Action Plan to ensure alignment in both implementation and future updates between Beyond Belonging: The 2SLGBTQIA+ Safe Spaces Action Plan and the City of Edmonton's Anti-Racism Corporate Action Plan, Indigenous Framework, Truth and Reconciliation Municipal Response Plan, Missing and Murdered Indigenous Relatives Action Plan and ongoing Reconciliation efforts.

4.05 Affordable Housing & Homelessness will give weight to funding applications that demonstrate a commitment to equity, inclusion and accessibility, which may be embedded in reporting requirements and funding agreements.

4.06 Community Services will review and, as needed, update Tenant Support data collection to more effectively understand experiences of housing discrimination.

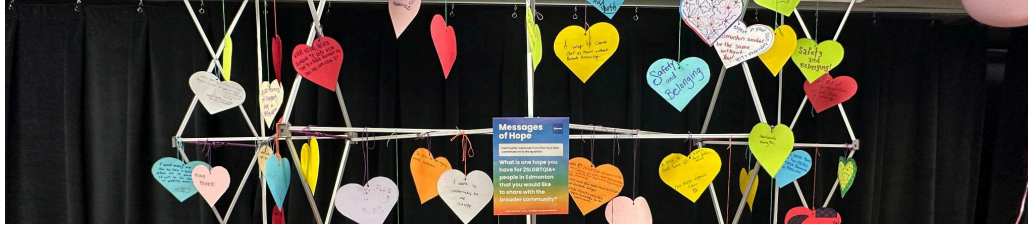
4.07 Community Services will explore collaboration opportunities with community organizations to develop and implement project(s) to meet the needs of 2SLGBTQIA+ seniors.

### **Medium Term**

4.08 Community Services will map out and communicate programs, activities and support for 2SLGBTQIA+ seniors in Edmonton.

## Action 5: Increase education and public understanding related to 2SLGBTQIA+ inclusion.

The City will provide staff and the public with education and training to improve understanding of 2SLGBTQIA+ experiences, stories and realities.



### In Progress

5.01 Community Services is supporting the provision of public education for understanding and addressing hate crimes and incidents.

### Short Term

5.02 Input from the Beyond Belonging: Creating a 2SLGBTQIA+ Safe Spaces Action Plan What We Heard Report will inform the content of the City of Edmonton's upcoming internal training for staff in relevant business areas on engaging with people experiencing homelessness to include a lens of 2SLGBTQIA+ inclusion.

### Medium Term

5.03 Community Services will review and, as needed, update Rent Ready course curriculum to include a lens of 2SLGBTQIA+ inclusion and ensure that renters are aware of ways to address housing discrimination.

### Long Term

5.04 City Operations and Community Services will collaborate to review and update, where necessary, existing ETS Operator Orientation training to include addressing harassment and discrimination on transit, with attention to needs of 2SLGBTQIA+ people.

5.05 Administration will review and update, where necessary, internal employee training on equity, belonging and inclusion informed by the Beyond Belonging: Creating a Safe Spaces Action Plan What We Heard Report and Beyond Belonging: The 2SLGBTQIA+ Safe Spaces Action Plan, considering suitability and opportunities for external input.

## Action 6: Integrate 2SLGBTQIA+ inclusion into municipal communications, services and operations.

This action focuses on continuing and expanding inclusion in City communications, hiring practices, service design and representation of 2SLGBTQIA+ communities.



### In Progress

6.01 The City of Edmonton will continue to ensure that, where City visual communications feature pictures of people, these pictures reflect the diversity of all people, including but not limited to 2S/LGBTQIA+ individuals and families, diverse body types and people of colour.

6.02 The 311 agent training will continue to include avoiding gendered language where possible.

6.03 Fort Edmonton Park will continue to deliver diverse narratives through its programming and exhibits.

6.04 The Heritage Conservation Unit (Urban Planning & Economy) and the Heritage Unit (Community Services) will continue working with a variety of 2SLGBTQIA+ groups in an effort to preserve and promote their rich history, involving events, exhibits and adding records to the City's heritage collection.

6.05 Community Services will continue to work with Explore Edmonton to bring key national and international inclusive sport and cultural events to Edmonton like the Gay Games to the city as the opportunity arises.

6.06 Administration will continue to increase employment diversification efforts through programs such as 30x30, targeted marketing and hiring fairs targeting under-represented populations in our workforce.

6.07 The Office of the City Manager will continue to support the Pride@TheCity Employee Resource Network.

### **Short Term**

6.08 Fort Edmonton Park will hire a pilot Interpreter position for summer 2026 to focus on the development and delivery of 2SLGBTQIA+ narratives.

### **Medium Term**

6.09 The Office of the City Manager will review its internal and external legal forms for inclusion of 2SLGBTQIA+ people.

6.10 Community Recreation & Culture and City Operations will review and update, where necessary, application forms for fare programs (e.g. seniors low income pass, ETS@Work, Leisure Access Pass) to ensure inclusive language.

6.11 The Office of the City Manager will continue to ensure brand guidelines and email signatures allow staff to share their pronouns and use their preferred names. City staff identification (ID cards) will facilitate staff sharing their pronouns and preferred names.

### **Long Term**

6.12 Review the Respectful Workplace Policy and Procedure to ensure alignment with regular City processes for reviewing its employment policies. Ensure Safe Disclosure Office services are responsive to the Respectful Workplace Policy and Procedures.

6.13 The Office of the City Manager will incorporate input from the Beyond Belonging: Creating a 2SLGBTQIA+ Safe Spaces Action Plan What We Heard Report into the Art of Inclusion refresh.

6.14 Implementation of Enterprise Commons will allow for data collection that offers employees more expansive opportunities for gender identification.

## Action 7: Increase representation and participation of 2SLGBTQIA+ residents in City decision-making.

The City will create mechanisms for 2SLGBTQIA+ residents to participate in decisions that impact them.



*In June 2025, the City of Edmonton hosted a Community Meal as an opportunity to connect with one another while celebrating and validating the What We Heard Report resulting from the March-June engagements supported and hosted by many community partners.*

### Medium Term

7.01 Community Services will establish a 2SLGBTQIA+ advisory mechanism to guide the implementation of Beyond Belonging: The 2SLGBTQIA+ Safe Spaces Action Plan and other related City efforts.

7.02 Community Services is committed to identifying and working alongside other orders of government, agencies, boards and commissions to advance priorities of Beyond Belonging: The 2SLGBTQIA+ Safe Spaces Action Plan.



## EVALUATION FRAMEWORK OVERVIEW

Engagement efforts that informed the creation of this plan emphasized the need for an Action Plan continuously informed by, and responsive to, community voices. This evaluation framework overview outlines how we will measure the Action Plan's intended impact and identify necessary adjustments for its success. A more robust evaluation plan will be used to inform regular public updates on the progress and impact of the evaluation plan.

Engagement with 2SLGBTQIA+ Edmontonians and organizations that serve them will ensure this plan remains responsive to community needs throughout its implementation.

### 1.0 Purpose of the Evaluation

This plan provides a clear, step-by-step guide to track our progress and measure the real-world impact of **all 53 subactions** in *Beyond Belonging: The 2SLGBTQIA+ Safe Spaces Action Plan*. It is designed to answer two core questions for every action:

1. **Implementation:** Did we do what we said we would do? Are we completing the actions we promised?
2. **Effect & Experience:** Did our action make a positive difference for 2SLGBTQIA+ Edmontonians?

The evaluation is designed for learning, accountability and continuous improvement. It will ensure our work is effective, resources are used wisely and we can demonstrate our commitment to the community. This plan is written in plain language for all involved, regardless of their familiarity with evaluation.

### 2.0 Linkage to City of Edmonton Frameworks

The success of this Action Plan directly contributes to broader City goals, particularly the [Community Safety and Well-Being \(CSWB\) framework](#) and the [City Plan](#). Our evaluation will track how our work moves the needle on CSWB's long-term outcomes and the City Plan outcome of Healthy City, such as:

- **People are Safe:** Reduced fear and experiences of hate in public spaces, facilities and transit. People live in a place that feels like home.
- **People Belong:** Increased visibility, inclusion and representation in civic life.
- **Systems are Equitable:** 2SLGBTQIA+ inclusion is embedded in City policies, plans and daily operations.

This evaluation plan intentionally aligns with and supports other key strategies, including the **Anti-Racism Strategy, the Art of Inclusion, the Indigenous Framework and the Blueprint for Violence Prevention**. We will use shared indicators where possible (e.g., employee survey scores, training participation) to show collective progress.

### 3.0 Evaluation Approach: The Two-Track System

To manage the evaluation of many diverse actions, we use a simple two-track system:

Track	Focus	What It Measures	Primary Methods
<b>Track 1</b>  <b>Action Completion</b>  <b>(Output Monitoring)</b>	<b>The "What."</b>  <b>(What we are doing)</b>	Are actions being completed as planned? Was the action finished? (e.g., policy updated, training delivered, funding launched).	Checklists, progress reports, document reviews, administrative data, counts.
<b>Track 2</b>  <b>Outcome &amp; Impact</b>	<b>The "So What."</b>  <b>(What difference it makes)</b>	Did the action lead to positive change? Are we creating safer, more inclusive spaces and experiences? (e.g., increased safety, better service, stronger inclusion).	Surveys, focus groups, feedback forms, community conversations.

**Key Concept:** Not every action needs a complex Track 2 measure. Some are foundational. Once completed (Track 1), they enable other actions that will have direct impact measures.

### 4.0 Comprehensive Performance Measurement Framework

This section maps **every action** to clear, simple indicators. It is organized to make reporting easy for action owners.

#### Track 1: Action Completion Indicators (The "What")

These are yes/no or count-based measures answered by the action lead.

The complete table includes the following headings: Theme, Action Number & Description, Completion Indicator (What to measure), Data Source and Reporting Frequency.

### Track 2: Outcome & Impact Indicators (The "So What")

These measure the collective effect of related actions. They are the "big picture" measures for the whole plan.

The complete table includes the following headings: Outcome Area, Key Question, Primary Indicator & Link to CSWB/Other Strategies and Data Source & Frequency.

## 5.0 Data Collection Tools & Who Does What

1. **Annual Action Completion Checklist:** A simple online form for each action owner to update their Track 1 status.
2. **Biennial Targeted 2SLGBTQIA+ Survey:** A short, confidential survey distributed in partnership with community organizations.
3. **Evaluation Cafés:** Facilitated, conversational feedback sessions.
4. **Integrated Administrative Data:** The Project Team will work alongside responsible departments to get regular data snapshots for the Track 2 indicators.
5. **Grantee & Participant Feedback Forms:** Short surveys embedded into funded programs, training sessions and events.

## 6.0 Streamlined Evaluation Work Plan (2026-2029)

Timeline	Key Activities
<b>Q1 2026 (Launch)</b>	<ul style="list-style-type: none"> <li>● Plan and checklist distributed to action owners.</li> <li>● Ongoing monitoring and reporting begins.</li> </ul>
<b>Annually (Q1)</b>	<ul style="list-style-type: none"> <li>● An <b>Annual Implementation Report</b> is created and shared with Council via memo and community. (Track 1 status).</li> </ul>
<b>Mid-Point (2027) &amp; Final (2029)</b>	<ul style="list-style-type: none"> <li>● <b>Biennial Targeted 2SLGBTQIA+ Survey</b> is deployed.</li> <li>● <b>Evaluation Cafés</b> occur.</li> <li>● <b>Data analysis.</b></li> <li>● A <b>Comprehensive Impact Report</b> is published.</li> </ul>

## 7.0 Making it Work: Simplicity is Key

- **One Point of Contact:** A dedicated **Project Team** is the hub for all evaluation coordination.
- **Simple Reporting:** Action owners complete **Track 1 Checklist** once a quarter.
- **Centralized Analysis:** Dedicated staff handle complex survey analysis and reporting.
- **Clear Communication:** Progress is reported annually and a deep-dive on impact is reported at the mid-point and end.

This evaluation plan ensures every action is accounted for with a clear completion measure, while focusing our energy on meaningful outcome evaluation for the plan as a whole.

## CONCLUSION

Beyond Belonging: The 2SLGBTQIA+ Safe Spaces Action Plan is informed by three Council motions, partners across City departments, input from more than 900 2SLGBTQIA+ Edmontonians shared in 2025 and collaboration with more than 40 organizations that serve 2SLGBTQIA+ Edmontonians. This document outlines the work that the City will undertake from 2026 to 2029 to improve safety, inclusion and belonging for 2SLGBTQIA+ people. This work is guided by an intersectional approach that recognizes the diverse and compounding experiences of 2SLGBTQIA+ Edmontonians. It reflects our commitment to work internally and alongside community collaborators and other levels of government to ensure ongoing progress and accountability as we build a safer, more inclusive Edmonton where every person can live authentically and without fear.

## APPENDICES

1. [Community Insights](#)
2. [Jurisdictional Scan](#)
3. [Beyond Belonging: Creating a Safe Spaces Action Plan What We Heard Report](#)