

Our Inclusivity

CITY OF BEAUMONT



INTRODUCTION

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- Vision and principles
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- Goals
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- Social determinant of health actions
- Implementation approach and evaluation considerations



BACKGROUND AND PURPOSE

- Direction for social supports and services over the next 10 years
- Embraces the complexity of today's social fabric and recognizes the roles, responsibilities, and opportunities within Beaumont to ensure residents have sustainable and inclusive access to supports that make them feel connected to their community.
- Tool to guide decision making, set future direction, identify important connections, and support the alignment of policies and practices both inside and outside the City government.



DEMOGRAPHIC HIGHLIGHTS

Demographic Highlights

Understanding community demographics and trends makes it easier to identify how to serve Beaumont residents more effectively and improve their social determinant of health outcomes.

2.8%

increase in population from 2017
to 2018

32.7

average age of Beaumont resident



39% of renter households spend more than 30%
of their income on shelter

0 to 14

largest age group



37% of people who live in Beaumont work in the
City of Edmonton

As such, Beaumont has a relatively young population compared to other areas in the region with a larger aging population.



ENGAGEMENT HIGHLIGHTS

Engagement Highlights

 **60** Open House Participants

70 Online Survey Participants



7 Mayor & Councillors Interviewed



13 City Departments



18 Community Organizations



4 Focus Groups totalling **29** people who represent youth, seniors, people with disabilities, and families



BEST PRACTICES REVIEW

SOCIAL PLANNING APPROACH

- Political leadership and backing on the topic is key
- Assignment of financial resources to key services or amenities that fall under the social determinants of health (e.g. subsidized transit)
- Include broader aspects of social planning and health that may seem challenging to tackle such as crime prevention, youth mental health, domestic violence and reconciliation
- Engagement and community convening is important to success

ORGANIZATIONAL STRUCTURE

- Community Services Department who oversees Community and Social Development is a key approach for implementation
- Family and Community Support Services (FCSS) in each respective community played a lot of the lead roles and were highly involved in social and health planning
- Dedicated staff to implement initiatives is important and takes a variety of forms depending on the priorities being addressed



VISION AND PRINCIPLES

All individual outcomes of *Our Inclusivity* directly link to the *Our Beaumont Strategic Plan* principles and are:

- ✓ **BASIC NEEDS**
- ✓ **ACCESS TO SERVICES**
- ✓ **PARENTING SUPPORTS**
- ✓ **SAFETY AND SECURITY**
- ✓ **EQUITY AND SECURITY**



Enhance the well-being of Beaumont residents through compassion, inclusion, and resiliency.



SYSTEM LEVEL OUTCOMES

ENGAGEMENT & INCLUSION

Residents have equal access to social services that recognize and respect cultural diversity and inclusion. This includes knowing where to receive updates, provide feedback and contribute to the creation of programs and services.

REGIONAL COLLABORATION

Policies across the local government and community are aligned and working together to address complex issues.

EXCEPTIONAL SERVICE DELIVERY

Beaumont programs and services are human-centred, results-oriented, and transparent.

INTEGRATION

Directional plans across the organization complement each other and are balanced to achieve outcomes.

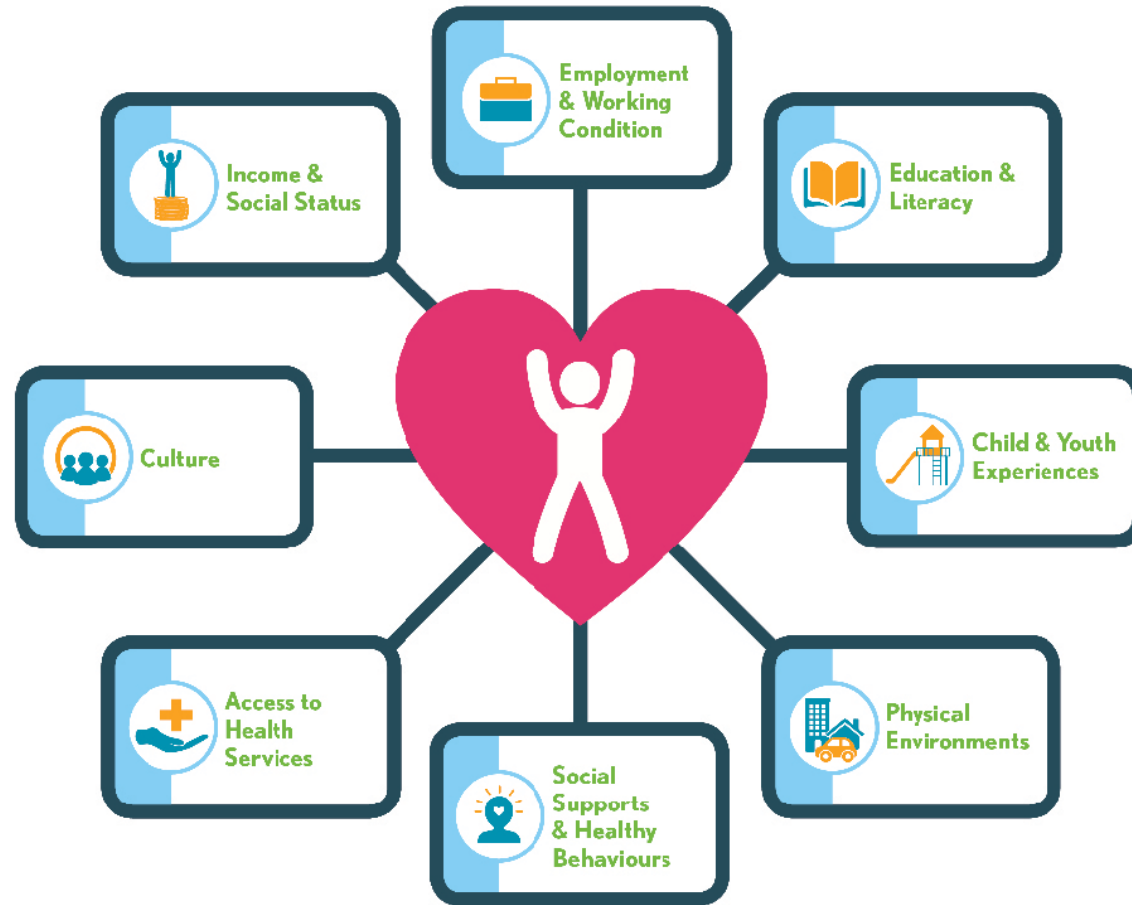
ADAPTABILITY

Programs and services share emphasis on prevention and intervention building on strengths while addressing needs.



HEALTH EQUITY LENS

Social Determinants of Health



Goals of the Social Master Plan

Collaboration and Partnerships

Create and foster collaboration and partnerships across community partners (non-profit organizations, businesses, service clubs, etc.) and other levels of government

Capture Voices

Capture the voices of those with lived experiences of complex social challenges to inform and create solutions that meet their needs

Reduce Barriers

Reduce inequalities and stigmas related to accessing social supports in the community

Respectful and Inclusive Action

Ensure actions are inclusive and respectful of all residents including gender identity, ethnic background, and Indigenous Peoples culture



EARLY IMPLEMENTATION

- Host an 'Implementation Primer' both within the organization with staff and Council, as well as out in the community.
- Ensure staff capacity that has a skill set to bring a social lens to municipal and community issues, work collaboratively, facilitate community discussions, advocate for social change and monitor trends
- Staff roles could be shared between departments to increase inter-departmental collaboration and/or new shared positions could be created when budget and support is available.
- Foster the capacity and relationships among the Beaumont Interagency Group as a source of insight into emerging trends and a place to gather input and partnerships for action.
- Participate in regional/provincial round tables and discussions to align goals across the region and share emerging trends and local knowledge.
- Ensure program planning and implementation includes lived experience voices and empowers citizen participation



LONG-TERM IMPLEMENTATION

- Incorporate social planning into development and policy planning, to ensure that the social priorities of the community are considered in municipal planning processes.
- Develop a social planning grant program to support capacity building and implementation of plan actions. This could be leveraged with local community foundation supports as an opportunity for partnership.



SOCIAL DETERMINANT OF HEALTH ACTIONS - SAMPLE

Social Determinants of Health		Connection to Other Plans		Our Inclusivity – Social Master Plan
DOMAINS	SUBDOMAINS	MUNICIPAL PLAN	ACTION/GOAL	ACTION
1. Income and Social Status	A. Employment and Income Security	<i>Our Complete Community-Municipal Development Plan</i>	<ul style="list-style-type: none"> – Foster local employment opportunities that enable residents of all capabilities to live and work in the community – Home Based Businesses will be encouraged, in recognition that many local entrepreneurs start as home-based operations and that a percentage of these businesses, may grow into storefront businesses 	<ul style="list-style-type: none"> • Partner with community organizations to support programming focused on building individual financial literacy knowledge • Partner with community organizations to host discussions with first voices on the type of life skills development supports needed to support an individual attaining and maintaining employment • Explore opportunities to minimize the residential tax burden for lower income home owners
	B. Poverty Reduction	<i>Our Beaumont - Municipal Strategic Plan 2017-2021</i>	<ul style="list-style-type: none"> – Beaumont respects everyone, while promoting social equality and opportunity – Beaumont plans and implements programs to continuously improve the quality of life for its citizens. This includes the consideration of social, environmental, economic and cultural factors 	<ul style="list-style-type: none"> • Implement Social Master Plan and tertiary FCSS operational plans to support the reduction and prevention of poverty in Beaumont
	C. Food security	<i>Our Complete Community-Municipal Development Plan</i>	<ul style="list-style-type: none"> – Beaumont embraces its agricultural heritage and encourages opportunities for all types of urban agriculture. – Urban Agriculture pilot projects such as backyard chickens, beekeeping, or rooftop gardens will be considered. – Existing community gardens and spaces where residents can harvest their own food will be supported and opportunities for new facilities will be encouraged. 	<ul style="list-style-type: none"> • Work with the Leduc & District Food Bank to develop consistent food bank services in Beaumont • Develop food literacy programs with community partners to support all residents and, specifically, people with disabilities, youth, seniors, Indigenous Peoples, and newcomers • Develop program model to support community gardens in partnership with community organizations • Explore the development of a senior’s grocery delivery program to ensure seniors on fixed incomes with limited mobility have access to affordable healthy food



IMPLEMENTATION AND EVALUATION CONSIDERATIONS

- Requires 'whole of government' approach to address the issues identified
- City, FCSS and BIG work together to identify a detailed annual implementation plan
- Staff monitor progress and report back to Council annually and as required
- Council can allocate funding according to priorities and opportunities available in a given year to match funding
- Annually planning provides opportunity to appropriately assess costs and the estimation of hours it would take to get actions off the ground



Thank you!

Questions?

