

## GEA SURVEY SUBMISSIONS – GISELLE GENERAL

### 1. Workplace Mental Health

As a candidate, what is your opinion concerning psychological safety in the workplace? When elected, would you commit to meeting and working with The Greater Edmonton Alliance to discuss Workplace Mental Health before the City Administration Report is presented and reviewed?

*Psychological safety is a crucial component of safety in the workplace. Many stressors of a job can be as exhausting and draining as regular exposure to heat or cold or machinery. Especially in roles that involve working with people, ensuring that employees are provided supports to rest and debrief when faced with a hostile situation, is important to help workers recover and be able to do difficult tasks on a sustainable level.*

*When elected, I'll be happy to collaborate to discuss workplace mental health. Especially with the City of Edmonton employing close to 19,000 staff, ensuring their welfare, no matter what role they do, is important.*

Would you support the City of Edmonton adopting the Canadian National Standard for Psychological Safety in the Workplace as official policy? State reason for your answer.

*I support the adaptation of the standard as official policy. Given the world we live in right now, there will be more events and situations that can cause psychological impacts. Being more prepared for any future "critical events" as defined by the manual would be beneficial not only to those who work for the city, but members of the public that are being served as well.*

### 2. Shared Prosperity

When elected, will you commit to meeting and working with GEA's Living Wage/Quality Jobs Research/Action team as we reach out to our communities with our educational program?

*I would be glad to meet and build a working relationship with GEA's Research/ Action team. It's very important to listen and learn from many different sources in making decisions that affects the entire community.*

What actions would you take to increase equity in our community and participation of the business community to make Edmonton a truly living wage city?

*One factor that creates inequities is lack of information of programs and services available. I will do my best to ensure that residents of the city, and especially those in the ward I am representing, are aware of the different programs available to help their businesses thrive. This is particularly important for those who are first-time entrepreneurs. I will forge positive relationships with the different business associations to listen to them directly and address any needs they identified. I will also advocate for supporting local businesses, from our farmer's markets, neighbourhood business areas, and more.*

### 3. Truth and Reconciliation

Once GEA has completed our internal reflections on Truth and Reconciliation and are working with our Local Indigenous Leadership, when elected, will you commit to meeting with our Truth and Reconciliation Research/Action team to discuss the calls to action and how we may partner to bring these actions to our communities?

*I would be happy to have a meeting and discuss the calls to action. There are several action items that stand out to me and I would love to get your input, particularly on the categories of education, justice and newcomers to Canada. I myself am an immigrant and it's been a long journey to fill the gaps of my knowledge of Canada's history and current events and structures.*

#### 4. Just Transition for Workers

As a candidate, what role do you see the City of Edmonton taking to lessen the impact of this transition period for workers and their families?

*The City of Edmonton can support these families by alleviating living expenses as far as city services are concerned. Some potential options include the free bus pass and Leisure Access Pass available or waiving fees for city services or a deferment or property tax payments for the period of re-training. Another role of the city is to create partnerships to ensure that these new industries thrive in our city, so that workers can get back to work as soon as re-training is completed, and that they are on their way to re-build their lives.*

Once elected will you commit to meeting and working with the Greater Edmonton Alliance to explore the possibilities to keep quality jobs in the hands of Edmonton workers.

*Would be glad to meeting and working with your organization to identify solutions that would provide the best outcomes.*

#### 5. Community Mental Health

As a candidate, what role do you see the City of Edmonton taking to support building community mental health initiatives?

*The biggest role the city can do is providing grants and funding to organizations that provide mental health services, at least until mental health of all forms is fully covered under the provincial health care services we receive. I personally have received free therapy from a nonprofit agency in the city, a dollar value of \$4,000 over seven months, money I didn't have at a time as a young adult. And it's been transformative. All Edmontonians deserve access to mental health supports, and finances should not be a barrier.*

When elected, would you commit to meeting with GEA's Mental Health Research/Action team and support the ongoing efforts of GEA to partner with certain departments within the City of Edmonton and Edmonton Public Libraries to create community mental health initiatives?

*I would be happy to meet and discuss. As an immigrant, an English-as-Second-Language speaker, a woman, a person of color, a sexual assault survivor, an orphan, an avid volunteer in the community, and a worker in the non-profit sector, I have some understanding of the complexities of providing mental health initiatives to members of the community and would gladly lend a hand to make this as successful as possible.*