

Value 1: Workplace Mental Health

We value a city that supports mental health and well being. Over the last 2 years we have approached the city to adopt the Canadian National Standard for the Psychological Safety in the Workplace as official policy. The present city council has only agreed to use it as a benchmark.

Psychological health problems cost the Canadian economy \$51 billion per year - \$20 billions of which results from work-related causes.

Under the standard there is a rigorous monitoring, measurement and internal auditing process that would need to be adhered to and this is the piece that we feel is most needed as official policy.

The present City Council has stated there will be a report presented to council concerning Workplace Mental Health in approximately 1 year (May 2022).

- 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?

As the Alberta representative for the Canadian Labour Congress I have advocated for workers rights, including workplace mental health programmes, and as a Former Registered Nurse, I know the importance of mental health supports. I've attended meetings with GEA in the past and look forward to continuing our relationship by meeting with GEA to further discuss Workplace Mental Health.

- 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 strongly support action to improve safety of all kinds in workplaces, and would support studying the Canadian National Standard for Psychological Safety in the Workplace for implementation as policy at the City of Edmonton. Improving the City of Edmonton as an employer is a priority for me.

Value 2: The Path to Shared Prosperity

We value creating an equitable city that allows equal participation for people facing challenges of poverty and disability. When one of us struggles it has a negative effect for the whole community. Poverty is a condition of a person who is deprived of the resources, means, choices and power to have a basic level of living standards and non-living wages disproportionately impacts women, immigrants, indigenous people and people with disabilities in our communities. This is why GEA has identified Living Wages as a solution to this issue and has developed an educational course to be presented to the people and businesses of our communities. Work should lift people out of poverty and give families the ability to have a decent standard of life.

- 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 come from the labour movement as a former postal worker, Registered Nurse, and currently as the Alberta representative for the Canadian Labour Congress. Good jobs with family sustaining wages are crucial to maintaining the quality of life for everyday Edmontonians, and are necessary for COVID recovery. I would love to learn more about your work.

- 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?

I have a four-point good jobs platform. It is:

- *Child care*
- *Keeping City services public*
- *Promoting living wage employers within the city*
- *Improving and expanding hire local policies*

Value 3: Truth and Reconciliation:

We value building and healing our relationships with Indigenous peoples by fully implementing the recommendations of the Truth and Reconciliation Commission (TRC). GEA is reaching out to Local Indigenous Leaders in our communities to lead our organization to a better understanding of the “truth” of colonization, residential schools and their ongoing aftermath.

- 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 have released an [Indigenous Equity policy](#). The 94 Calls to Action put forth by the Truth and Reconciliation Commission are the bare minimum we need to do as a society. I would like to learn more about the work of your team.

Values 4: A Just Transition for Workers

We value a healthy environment that can sustain us into the future but with Climate Change and the Transition to Green Energy or a Greener Future, workers always seem to be forgotten in this process. As the economy changes workers need to be re-trained, this seems to fall on the shoulders of the worker and the family most times.

- 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?

As a representative of workers throughout Alberta, I have a unique perspective on what this transition will mean for so many Edmontonians. We need transition programmes for workers as we move towards a greener, more sustainable Edmonton. Workers' voices must be listened to and at the forefront of every transition discussion. Together with civic unions, we must create programmes within the City administration that identify opportunities to grow clean jobs.

- 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.

Yes!

Value 5: Community Mental Health

We value healthy communities within our city and this is why GEA has identified Community Mental Health initiatives as a solution to the increasing mental health concerns particularly due to the effects of the pandemic. By creating community mental health resources to build

resiliency, by fostering peer support networks, an under-utilized resource, whole communities can improve the mental health of those in need. We know these networks can reduce the stigmatization about mental health, improve crisis response, and support early intervention.

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

As a former Registered Nurse, a lot of my decision making is based on the social determinants of health, and I believe that community and mental health supports are essential for supporting everyday Edmontonians. I believe we must expand the community and mental health supports currently offered by the City through the Edmonton Public Libraries, as branches exist throughout our neighbourhoods, and they already see our most vulnerable every day. Our City is only as good as it treats our most vulnerable, and as a Councillor, I commit to working towards improving the lives of all Edmontonians.

- 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?

Of course!