

1. 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.

Mental health in the workplace is a growing concern for all organizations and must be a focus for a major employer, such as the City of Edmonton. Especially dealing with the pandemic, many Edmontonians of all socio-economic background are in need of these supports. Clearly, City Council needs to take a coordinated approach to promoting mental health and preventing psychological harm at work. As Edmonton's mayor, I will be looking to see how the Canadian National Standard for the Psychological Safety in the workplace can help create a more supportive employment culture. When administration reports back on this next March, I will be asking for benchmark comparisons of where we stand now. We must also examine how other cities sharing the same challenges are using the standard and learn what's working best in their jurisdictions as there is evidence that this is a growing challenge globally.

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?

When I served on City Council in the past, I valued the perspectives the Greater Edmonton Alliance brought to the table and am committed to continuing that partnership. I would absolutely be seeking your organization's views to ensure the Administration's report on workplace mental health represents the collective vision of the community.

2. Living Wages and Quality Jobs

Calculations for Living Wages are being done annually for communities across Alberta. Will you ensure that the City of Edmonton adjusts the Living Wage amounts for their own employees and any(outside contractors) contracting out done by the city. Further, will you encourage the participation of the business community to ensure all Edmontonians receive a living wage?

I am committed to a living wage which the Edmonton Social Planning Council identified in 2019 as \$16.51 an hour. Generally, the City of Edmonton is already paying higher wages than that. On a city-wide basis, we need to remain competitive in our region and within an increasingly global economy. The Mayor and City of Edmonton do not have the authority to set minimum wages – that's the province's jurisdiction – and there needs to be a recognition as well that decisions must be driven by data rather than ideology. We will make progress on helping Edmontonians struggling economically by strengthening employment opportunities rather than focusing on a single component of this complex issue.

Will you commit to working with the Greater Edmonton Alliance to maintain and expand quality job opportunities for Edmonton workers to ensure a healthy middle class and what opportunities do you see during this economic recovery period?

Empowerment is a key commitment in my campaign platform and my experience on City Council provided repeated reminders we can only achieve goals by working together. The support of the Greater Edmonton Alliance would be welcomed, especially to create new opportunities for middle-class workers who have struggled during the pandemic and are under continuing pressure from economic disruption locally and globally. I'm fortunate to have seen Edmonton both from the perspective of a city councillor and as an entrepreneur. We have vast potential to create jobs in areas like technology and innovation. It will take the collaborative leadership style that I embrace to pilot Edmonton toward a more secure and sustainable economic future.

3. Truth and reconciliation

As a Candidate, have you reflected on the Truth and Reconciliation Commissions calls to action and how do you plan to lead the City of Edmonton forward in partnership with our Local Indigenous Leaders?

Absolutely, I have taken quite a bit of time to reflect on truth and reconciliation over the past few months. Earlier this year, I visited the new Indigenous Peoples Experience at Fort Edmonton Park – a place dedicated to sharing First Nations' and Métis peoples' histories, cultures, experiences, and perspectives. [My Canada Day blog post](#) talked about how my understanding of the issues facing Indigenous Peoples has grown since coming to Edmonton from California in my twenties. I am still educating myself about the trauma passed down through generations, the damage of the treaty systems, the attempt to eliminate Indigenous culture through residential schools, and the horrifying deaths of children who were taken from their homes and their families and forced into an environment where they were robbed of their culture, their language, and their dignity. I have been listening to Edmontonians, researching and learning, and as mayor I will be looking for ways the municipal government can support truth and reconciliation and work collaboratively with and empower Indigenous leaders to do so.

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 the citizens of our communities?

I believe this is very important and I'm not going to wait until I'm elected to meet with this action team. I have already reached out to the Truth and Reconciliation Research/Action team for a meeting to discuss how we can collaborate on the calls to action and look forward to this continued dialogue.