

Policy Title:	Applies to:	Reference #
Community Well-being Policy	All employees and elected officials	2022-CWB-01
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Authority:		
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1.0 Purpose

The Community Well-being (CWB) Policy is a framework intended to inform Council decisions and assess alignment with the *Foundational Commitments* established in the Community Safety & Well-being (CSWB) Plan.

The CWB Policy is dual-purpose, comprised by the following components:

- Policy Statement – to outline the commitment and the approach of Council with respect to CWB assessment and analysis in considered reports, plans, policies and strategies.
- Community Impact Assessment – establishes an assessment method for use by Administration and Council to inform policy formulation and decision making by using the foundational commitments established in the council endorsed CSWB Plan.

Application of the CWB Policy does not negate the use of other forms of analysis or assessment and should be considered complimentary to additional forms such as financial, strategic or otherwise.

2.0 Scope

This policy applies to members of City Council and Administration.

3.0 Definitions

For the purpose of this policy:

Accessibility – refers to ensuring everyone, including people with disabilities, has fair and equitable access to activities, services, products and environments within Regina. Improving accessibility involves removing barriers to inclusion that can include physical, social, financial, communication or other factors that can prevent someone or a group of people from being able to access an activity, service, product or environment.

Anti-Oppression – refers to recognizing oppressions (systems of supremacy and discrimination perpetuated through differential treatment, ideological domination, and institutional control) that exist in society, seek to mitigate their effects and, ultimately, equalize the power imbalance in society.

Anti-Racism – refers to actively opposing racism by supporting changes and policies to advance economic and social life.

Community Well-being – refers to the ideal state of a sustainable community where everyone is safe, has a sense of belonging, opportunities to participate, and where individuals and families are able to meet their needs for education, health care, food, housing, income, and social and cultural expression.

Collaboration – refers to acknowledging the shared responsibility and need for collective action among all sectors to address local challenges and achieve change moving forward.

Diversity – refers to valuing diversity and acknowledging that differences between people (such as race, gender, sexual orientation, class, age, country of origin, education, religion, geography, physical or cognitive abilities) are valued assets and committing to strive for diverse representation as a critical step toward equity.

Equity – refers to committing to systematic equity, which is the pursuit of fairness, justice, and a focus on outcomes that are most appropriate for a given group, recognizing different challenges, needs, and abilities.

Intersectionality – refers to acknowledging that multiple dynamics of privilege and oppression (ie. race, gender, class, sexuality, age, ability, religion, citizenship/immigration status) operate simultaneously in complex and compounding ways and must be considered to fully understand oppression and how to address it.

Inclusion – refers to including and creating space for different people and groups to engage in authentic and empowering participation, with a true sense of belonging and full access to opportunities.

Levels of (Crime) Prevention – prevention refers to a desire to circumvent an adverse event or situation before it occurs, where activities, approaches or interventions should span different stages of prevention, including from root causes (upstream) to responding to challenges afterward (downstream).

Reconciliation – refers to commitment to the Truth and Reconciliation Commission of Canada's (TRC) Calls to Action to establish and maintain a mutually respectful relationship between Indigenous and non-Indigenous Peoples in Canada through awareness of the past, acknowledgment of the harm that has been inflicted on Indigenous Peoples, atonement for the causes, and action to change behaviour.

4.0 Policy

4.1 Policy Statement

- 4.1.1 The City recognizes and honours the histories of the land upon which Regina is located and seeks to strengthen understandings of Indigenous history, identity, ways of knowing and being, and the diversity of cultural perspectives. The City commits to active, respectful, and ongoing participation in shared processes with Indigenous peoples and communities. It will prioritize mutually beneficial relationship building through ongoing dialogue, collaboration, communication, and engagement, and it further recognizes that there is an ongoing need for reflection and embedment of Indigenous worldview in City policy and planning.
- 4.1.2 The City of Regina (the City) will follow the *Foundational Commitments* of Regina's Community Safety & Well-being (CSWB) Plan when making decisions and considering plans, policies or strategies. The *Foundational Commitments* are:
- Accessibility;
 - Anti-Oppression;
 - Anti-Racism;
 - Collaboration;
 - Diversity;
 - Equity;
 - Intersectionality;
 - Inclusion; and
 - Reconciliation.
- 4.1.3 The City will advance processes and mechanisms to measure, evaluate and report on the progress made in advancing community well-being through its activities, programs and business areas. This information will be reported regularly to Council and the CSWB Organization established for Regina.
- 4.1.4 The City will work collaboratively to support the advancement of community well-being through ongoing engagement and co-operation with the Mayor's CSWB Leadership Committee, the CSWB Organization and its issue-focused Community Action Tables.
- 4.1.5 The City will provide representatives from Administration to attend and sit at each CSWB Community Action Table.
- 4.1.6 To support the advancement of the CSWB Plan, the City will:
- Consider all levels of prevention and work to address root causes of emerging community well-being needs where possible.

- Use data (qualitative and quantitative) to understand the needs of Regina residents to inform Council reports and service delivery.
- Provide representatives of the City with relevant professional development and learning opportunities to build capacity to have the capacity needed to evaluate and report in alignment with this CWB Policy.

4.1.7 The City will develop tools and provide support to integrate considerations regarding the CSWB Plan *Foundational Commitments* into Council reports as described in 4.2.

4.2 Community Impact Assessment

4.2.1 The City will embed consideration of the CSWB Plan *Foundational Commitments* (as listed in 4.1.1) into Council reports, using a Community Impact Assessment methodology. This will be used by Council and Administration in the:

- Completion and review of corporate reports;
- Development of new or revised Council policies;
- Design and evaluation of City services and programs; and
- Development of plans or strategies, including the City budget.

4.2.2 The CWB Impact Assessment Toolkit has been developed to support and inform City policy formulation and decision making. This tool includes guidance on CWB topics including, but not limited to, how to:

- Assess impacts to community well-being in Council reports;
- Determine the level of prevention of recommendations; and
- Information on related strategies, tools, standards, policies and programs.

4.2.3 Additional, but optional, use of the CWB Impact Assessment Toolkit can be applied as desired in the:

- Development of new or revised Administration policies;
- Delivery of communication, marketing and information provided to the public, including processes of public engagement;
- Advocacy to and collaboration with other orders of government to address relevant social issues; and
- Other City processes as directed by Council.

4.2.4 The CWB Impact Assessment Toolkit will be available to all employees on the City of Regina's intranet system, CityConnect.

5.0 Roles & Responsibilities

City Council

- Use the Community Well-being impact assessment provided under the Policy/Strategic Impacts section in Council and Committee reports to inform decisions.

City Clerk

- Ensure report writing training and documentation includes instructions on Community Well-being impact assessments under the Policy/Strategic Impacts section of reports being prepared for Council and Committees of Council.
- Update instructional documentation regularly in alignment with the CWB Impact Assessment Toolkit.

Managers/Directors

- Inform and ensure use of the CWB Impact Assessment Toolkit by report writers.
- Identify and make recommendation for when additional training is required for staff.

Staff

- Consult the CWB Impact Assessment Toolkit when writing of reports.
- Consult with City CSWB subject matter experts as needed to understand Community Well-being impacts to reports.
- Request additional training to Manager where identified.
- Include a CSWB subject matter expert as a report reviewer in MinuteTraq workflow.

Community Safety & Well-being Work Unit

- Review, update and amend the CWB Policy.
- Consult on the CWB Impact Assessment Toolkit with the CSWB Organization.
- Review, update and amend the CWB Impact Assessment Toolkit regularly to ensure relevance.
- Be available for consultation on matters related to the CWB Policy and/or CWB Impact Assessment Toolkit.
- Review reports in MinuteTraq when included by report writers in MinuteTraq workflow.
- Compile info and report to CSWB Organization.

6.0 Related Forms

Community Well-being Impact Assessment Toolkit

7.0 Reference Material

Community Safety & Well-being Plan (2021)

Council & Committee Report Preparation Guide

Truth & Reconciliation Commission of Canada Final Report (2015)

8.0 Revision History

Date	Description of Change	(Re)-Approval Required (y/n)
17-Aug-2022	Initial Release.	Yes