

Edmonton Pride Festival Society

Community Engagement Process Presentation Meeting

Meeting Summary & Resulting Additions, Clarifications, & Changes to Process

Purpose of Report:

On August 14, 2018, the Edmonton Pride Festival Society held a community meeting to introduce an upcoming engagement process (throughout document referred to as 'process') we plan to undertake. This report will outline a summary of the feedback received and Edmonton Pride's response to the feedback/comments we heard at this meeting.

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Summarized feedback:

Community Engagement Process

Feedback we received	Edmonton Pride’s Response
<p><i>Process does not have a published clearly defined mandate</i></p>	<p>Addition of a mandate:</p> <p><i>“The Edmonton Pride Festival Society will engage with the community, stakeholders, and others affected by the decisions made by the Society as a result of the protest at this year’s Pride Parade. To determine a path forward for the Society that best reflects the LGBTQ2S+ community and its many voices and opinions on this subject, the Community Engagement process as outlined will be used to fairly solicit input across the broader community regarding these demands and how the society should best manage the demands moving forward.</i></p> <p><i>The EPFS moves into this process with the intent to provide space for the many opinions that exist, create safer spaces for those who gather to speak, and to listen to the ideas presented. At the end of the process, the EPFS will present the community with a “What We Heard” report of the feedback received, and a plan for how the Society will move forward based on that feedback.”</i></p>
<p><i>The process needs goals & markers for measuring progress</i></p>	<ul style="list-style-type: none"> ● Timeline included with this document will be utilized as the method to outline goals and measure progress
<p><i>Accessibility: take measures to ensure process is as accessible as possible to all who are interested in taking part in whatever capacity they are able to</i></p>	<ul style="list-style-type: none"> ● Meetings will be held in physically accessible spaces ● Maps of space will be provided on social media where possible ● Transit information on how to get to the space will be provided on social media

	<ul style="list-style-type: none"> ● Unless extenuating circumstances are present, a minimum of 2 weeks notice will be provided for public meetings ● Parking information will be provided on social media ● If occurring in a large space such as stadium or event hall, room name and directions to that room will be included in the information posted on social media ● Contact details will be provided for those who wish to reach out with further questions or clarifications to help make the event or space more accessible ● At the last meeting we did not specify in our registration process if legal name was required in order to register. For all future events and meetings we will be sure to indicate whether or not ID will be required at the door and clearer information on registrations.
<p><i>Reach out to and prioritize the voices of marginalized communities and other underrepresented groups</i></p>	<ul style="list-style-type: none"> ● The Edmonton Pride Festival will actively work to prioritize the voices of folks from within underrepresented and marginalized communities by; <ul style="list-style-type: none"> ○ Prioritizing the need for more representation on EPFS ad-hoc committees formed throughout the year ● The EPFS, through the Community Engagement Committee and Board of Directors, will work to ensure an up-to-date stakeholder contact list includes organizations working with and for QTBIPOC communities and other marginalized and/or underrepresented communities in Edmonton. The CE committee will make an ongoing effort to keep this

	<p>list updated as organizations grow and evolve.</p> <ul style="list-style-type: none"> • This Stakeholders List will be utilized to better communicate news, surveys, applications for committees or board of director positions, events, and other Pride Festival communications in an effort to improve communication and connection between the community and the Festival. • EPFS will help re-share and get the word out about events and initiatives going on within the QTIBPOC community and other marginalized/underrepresented communities.
<p><i>Take steps to prevent board, community, and other volunteer member burnout during process</i></p>	<ul style="list-style-type: none"> • Based on the feedback provided regarding concerns on the amount of work required and risk of burnout for those involved in this work, the process timeline has been re-evaluated. The updated timeline has been included in this document.
<p><i>Take measures to ensure selection processes are fair and steps are taken to ensure adequate representation of marginalized communities</i></p>	<ul style="list-style-type: none"> • Where selection processes/committees are undertaken steps will be taken to ensure that representation exists within the process from QTBIPOC and other marginalized and underrepresented communities

Community Engagement Committee

Feedback we received	Edmonton Pride's Response
<p><i>Community member positions should represent the diverse Edmonton community, prioritize applications from people who identify as members of QTBIPOC and/or are a part of other underrepresented communities.</i></p>	<ul style="list-style-type: none"> • Where selection processes/committees are undertaken steps will be taken to ensure that representation exists within the process from QTBIPOC and other marginalized and underrepresented communities • Applications from QTBIPOC and other marginalized and underrepresented communities will be prioritized
<p><i>There were questions around why only four community member positions and suggestions that more positions should be opened up.</i></p>	<ul style="list-style-type: none"> • Currently the committee is staying with the previously noted four open community member positions. Should the ongoing work of the CEC become more than the total 8 member committee plus other board members are able to take on the committee is able to recommend changes to its structure.
<p><i>Making space as accessible and safe as possible for those who may be interested but don't currently feel safe becoming involved.</i></p>	<ul style="list-style-type: none"> • Community Engagement Committee will regularly and actively evaluate steps being taken to make spaces safe and accessible and recommend changes as needed
<p><i>Verbal feedback /questions received: What is the planned selection process for the Community Engagement Committee Community Member Positions? How will this process be kept fair? How will voices of underrepresented communities be prioritized?</i></p>	<ul style="list-style-type: none"> • The Edmonton Pride Festival understands the concerns raised regarding the process for selection of community members for this committee. Should more applications be received than the committee is able to accommodate the board will form a selection committee made up of board and community members to review the applications. As with all committees formed for purposes such as this the board will actively work to have a wide range of opinions and lived experiences.

Meetings with Different Groups, Individuals, & Organizations

Feedback we received	Edmonton Pride's Response
<i>When meeting with community leaders ensure broad representation of different communities and viewpoints; seek quality leaders and not just the most accessible</i>	<ul style="list-style-type: none"> • The Community Engagement Committee made up of Community Members and board members will work together to put together a list of community leaders that is representative of the diverse communities in Edmonton
<i>When meeting with EPS, RCMP, & Military: bring prepared concerns, possible solutions, and/or next steps for engagement with the community to the meetings</i>	<ul style="list-style-type: none"> • Edmonton Pride agrees with this feedback and with all meetings being undertaken by the board and CEC will actively work to go into these meetings as prepared as is possible and required.
<i>When meeting with EPS, RCMP, & Military: interview individuals, not just those in positions of power</i>	<ul style="list-style-type: none"> • Edmonton Pride agrees with this feedback and will ask that the CE committee, made up of board and community members, put together a list of recommendations reflecting this.
<i>Ensure the organizations that are met with adequately represent Edmonton's diverse community</i>	<ul style="list-style-type: none"> • CE Committee will take the feedback on possible leaders and organizations provided at the August 14 Community meeting and together the committee made up of community members and board members will work to put together lists representative of Edmonton's diverse LGBTQ2S+ community
<i>Make intentional and continued effort to listen to QTBIPOC community</i>	<ul style="list-style-type: none"> • The CE Committee and EPFS Board agree with this feedback and will endeavour to do so by the methods/channels listed in this document as well as consistently exploring other ways to do so.
<i>Volunteer reach out should take note that volunteers are invested and voices that</i>	<ul style="list-style-type: none"> • Edmonton Pride agrees and understands that with this portion of

<p><i>should be heard in this process, however, recognize that not all volunteers may be best positioned to respond questions on all issues</i></p>	<p>the process as well as all others, not every person spoken to will be informed on every issue and/or experience within the community. The Community Engagement Committee together with the board intends to develop questions that are sensitive to this.</p>
<p><i>Adjust timing of city council reach out to avoid coinciding with release of budget in Oct.</i></p>	<ul style="list-style-type: none"> ● City Council contact will occur in November or later to avoid reaching out in October when the budget is released
<p><i>Suggested that City Council receive draft of WWH report rather than be involved in process prior to report</i></p>	<ul style="list-style-type: none"> ● Due to the size and scope of our festival as it grows, we work closely with the city every year. We understand this feedback and we would like to clarify that the City will be consulted as Stakeholders, as we have been and will continue to work with the City during the Edmonton Pride Festival. The CE committee will endeavour to make sure the community's feedback is prioritized, and the WWH report will be shared with the City.
<p><i>Ensure web survey is widely distributed</i></p>	<ul style="list-style-type: none"> ● Edmonton Pride board and Community Engagement Committee will explore alternative methods to communicate news, surveys, and other information or community outside of social media
<p><i>Look for alternatives to online distribution of event news, surveys, and other information</i></p>	<ul style="list-style-type: none"> ● Edmonton Pride board and Community Engagement Committee will explore alternative methods to communicate news, surveys, and other information or community outside of social media
<p><i>Take measures to keep online spaces safe</i></p>	<ul style="list-style-type: none"> ● Word filters have been added to Facebook page in an attempt to filter out hateful language

	<ul style="list-style-type: none"> • Page guidelines will be posted on Edmonton Pride Festival Facebook page with regular reminders posted about where to find the guidelines • Page will continue to be monitored as much as possible, and guidelines will include reporting information for problematic posts
<i>Prioritize community input over sponsor input</i>	<ul style="list-style-type: none"> • Edmonton Pride Festival is possible every year due to the involvement of our sponsors. To respect these relationships, they will be included in the process. The festival exists for our community, and as such the needs and input of community members will always be of the highest priority.
<i>The acknowledgment of the community by many corporations has a lot of time and efforts, sponsorships are required for the festival to continue</i>	<ul style="list-style-type: none"> • Edmonton Pride will continue to work with sponsors to create more diverse and meaningful opportunities for involvement, as the funds received from Sponsors help us to keep the Festival more accessible to all.
<i>Restrict process to Edmonton & area</i>	<ul style="list-style-type: none"> • The process itself, in regards to meetings, will all take place in Edmonton. However, Edmonton Pride is not comfortable placing location restrictions on the process given that folks travel from all over Alberta to attend. For this reason the process will be open to residents of Alberta.
<i>Clearly define goals of interviews and meetings at the beginning and at the end reflect with participant/s if they feel that goals were met</i>	<ul style="list-style-type: none"> • Edmonton Pride agrees with this and will actively work to meet this objective in all meeting held during this process.
<i>Ensure survey is widely distributed and seek additional ways for distribution for those that may not have access to social media or computer</i>	<ul style="list-style-type: none"> • Edmonton Pride board and Community Engagement Committee will explore alternative methods to communicate news, surveys, and other information or community outside of social media

<p><i>Try to use questions that seek solutions to issues rather than simply asking if something is a concern or issue</i></p>	<ul style="list-style-type: none"> ● Edmonton Pride agrees with this and will actively work to meet this objective in all meeting held during this process.
<p><i>Suggest that What We Heard report is completed by unconnected people</i></p>	<ul style="list-style-type: none"> ● Edmonton Pride agrees that this would be ideal and will explore funding opportunities for this.
<p><i>Include in report how feedback heard throughout has shaped report and engagement process itself</i></p>	<ul style="list-style-type: none"> ● Edmonton Pride agrees and this will be an important part of the <i>What We Heard Report</i>.
<p><i>Acknowledge and remember the history of past activism and work done to achieve visibility and gains of LGBTQ2S+ community today</i></p>	<ul style="list-style-type: none"> ● Edmonton Pride will always acknowledge and honour the fights fought, moments of activism, and steps forward made in the past that have improved the rights, lives and visibility of members of the LGBTQ2S+ community. We acknowledge that there is still much work to be done but also room to celebrate past victories in an effort to do this we will: <ul style="list-style-type: none"> ○ Include more information about the history of Pride activism in our website and social media posts ○ Continue to include information about Edmonton & Alberta's LGBTQ2S+ history in the annual Pride Guide ○ Explore other opportunities related to Edmonton's LGBTQ2S+ history

Final Notes

The Edmonton Pride board thanks all of those who came out to provide feedback at the community meeting held in August. We thank you for your patience as we worked to get this summary and resulting adjustments to the process out to the community. The feedback has

resulted in the many above outlined adjustments to the process and an overall months long adjustment in the timeline to better reflect the the capacity of the organization and respect and support the soon-to-be incoming community members of the CE Committee. This process is important as is the well-being of those who choose to join in as volunteers in this process.

The updated timeline can be found at the bottom of this document.

Applications for the Community Engagement Committee Community Member positions will remain open until October 31, 2018. Those applications can be found at the bottom of the page by clicking the link beside the words "CEC Application."

Again we would like to thank you all for your efforts you've put into this process so far and the effort you continue to put in as we move forward. We look forward to facilitating more opportunities to hear from the community throughout this process.

Revised Timeline

Aug - Oct 2018

- Present Engagement process at community meeting for feedback, release summary of feedback, adjust process where possible and applicable based on feedback.
- Recruit members of Community Engagement Committee

Sept - Dec 2018

- Interview protestors, community leaders, LGBTQ2S+ serving organizations, EPS/RCMP/military representatives, and conduct focus group with volunteers

November 2018

- Meet with City Council.
- Interview sponsors.

January 2019

- Post web survey

February 2019

- Release interim *What We Heard* report.

March 2019

- Deliver final *What We Heard* report and board recommendations.

CEC Application: https://marcatoapp.com/forms/edmontonpride/cec_application/new

If you have any questions regarding this document, the Community Engagement Committee, or the process itself please reach out to us at engagement@edmontonpride.ca.

All media inquiries should be sent to communications@edmontonpride.ca