



**City of Kingston  
Information Report to Council  
Report Number 21-066**

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**To:** Mayor and Members of Council  
**From:** Lanie Hurdle, Chief Administrative Officer  
**Resource Staff:** Ruth Noordegraaf, Director, Housing and Social Services  
**Date of Meeting:** February 16, 2021  
**Subject:** Community Safety and Well-being Planning - Interim Report

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**Council Strategic Plan Alignment:**

Theme: Regulatory & compliance

Goal: See above

**Executive Summary:**

The purpose of this report is to provide Council with an update on the activities to date toward the creation of the Community Safety and Well-being Plan for the City of Kingston as well as an overview of the work to be completed to meet the July 1, 2021 provincial deadline.

**Recommendation:**

This report is for information only.

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**Authorizing Signatures:**

ORIGINAL SIGNED BY CHIEF  
ADMINISTRATIVE OFFICER

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**Lanie Hurdle, Chief  
Administrative Officer**

**Consultation with the following Members of the Corporate Management Team:**

Paige Agnew, Commissioner, Community Services	Not required
Peter Huigenbos, Commissioner, Business, Environment & Projects	Not required
Brad Joyce, Commissioner, Corporate Services	Not required
Jim Keech, President & CEO, Utilities Kingston	Not required
Desirée Kennedy, Chief Financial Officer & City Treasurer	Not required
Sheila Kidd, Commissioner, Transportation & Public Works	Not required

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**Options/Discussion:****Background**

On January 1, 2019, new legislative amendments to the *Police Services Act, 1990* came into effect which mandate municipalities to prepare and adopt community safety and well-being plans. These plans are to take a holistic approach to reduce harm and victimization for all members of the community and to decrease the upward trends in demand for, and costs of, incident responses. Municipalities are required to work with community partners and carry out consultations during the planning process. The due date for the plan has recently been changed from January 1, 2021 until July 1, 2021 as a result of COVID-19.

The process is intended to change the way service delivery is looked at in all sectors, focusing on a collaborative service delivery model that leverages the strengths of partners in the community. This approach allows municipalities to take a leadership role in defining and addressing priority risks in their community through proactive, integrated strategies that ensure vulnerable populations receive the help they need from the providers best suited to support them.

The first step in this creation of a plan was the establishment of a multi-sector advisory committee ([Report Number 19-063](#)) and adopting terms of reference. The Community Safety and Well-being (CSWB) Advisory Committee have been meeting regularly since June 2019 with a hiatus between March and June of 2020. The administrative and leadership support for the committee is being provided by the United Way.

The plan must include information on local priority risk factors that have been identified by community consultations and from multiple sources of data, evidenced-based programs and strategies to address those risk factors, and measurable outcomes.

**Engagement Process**

After a few months of examining some of key available data sets to guide a general framework and baseline priorities, the Advisory Committee began to work towards a consultation process to ensure that as many voices as is feasible, have the opportunity to provide input to either reinforce the direction of the committee or suggest where there may be gaps or a need to shift some of the priorities. This process had begun in early 2020, looking at using focus groups and surveys to gather input. There was a plan to have Statistics Canada conduct the public portion of the engagement process. This research would have been free of charge as part of a training program within Statistics Canada.

The proposed process had to change as a result of the pandemic. The planned focus groups were interrupted and could not carry on as planned and Statistics Canada had to withdraw from conducting the public survey.

After a brief hiatus, the Advisory Committee determined it would carry out a survey with first responders and front-line workers in September 2020 to seek their input into the issues they

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identify in their day to day work in the community. During this process, input was received from 350 first responders and front line workers about their experiences.

Following this survey, a similar survey was carried out through the City's "Get Involved" platform in November 2020. There was also a paper version of the survey available for those that preferred that method or did not have access to technology. Input in this survey was received from 342 respondents. The detailed results and analysis of the two surveys as well as the early focus groups can be found in the CSWB Engagement Summary attached as Exhibit A to this report.

In early discussions with the Advisory Committee and in looking at a wide range of data provided through its members and through research, some issues were identified that could be the focus of the plan. However, the engagement process was critical to ensuring that the CSWB plan reflected the community's priorities. The questions asked were intentionally broad and open-ended to allow for diverse input and perspectives.

Based on the input from the focus groups and the two surveys, the top three issues to be addressed in the CSWB plan for the City of Kingston are:

- mental health
- housing and homelessness
- addictions/substance abuse

### **Next Steps**

While the survey results were being analyzed, staff began the process of working with community partners to create an asset mapping "snapshot" document that identifies all of the various planning tables and task groups in the community that directly or indirectly have a connection to these issues.

Moving forward, the Advisory Committee wants to engage these groups to ensure that the CSWB plan is built on the existing strengths of the community and that a broad spectrum of people are involved in identifying and ultimately, implementing solutions. The asset map, as well as other resources will become part of a Community Safety and Well-being page on the City's website to provide easy access to everyone in the community on this important work moving forward.

Over the next few months, several facilitated "Connecting the Dots" virtual discussion forums will occur to identify potential recommendations for the final plan to address the above three themes. The "Connecting the Dots" approach mixes a range of stakeholder from different groups, taking them out of their mandate "silos", and into discussions to build bridges across sectors and issues and lead to innovative ideas and solutions.

The Advisory Committee also recognizes that the current service delivery system is built around demographic silos. The Advisory Committee agreed early in the process to take a "life course" approach in the CSWB planning process. Again, this focuses on the idea of "connecting" in this

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case, across age cohorts. A life course approach is based on a theoretical model that takes into consideration the full spectrum of factors that impact an individual's health and well-being, not just at one stage of life (e.g., adolescence), but through all stages of life.

The draft final report will be drafted in late spring for review by the Advisory Committee and then presented to City Council in June 2021. There are many communities across the province that have had staff resources reallocated to pandemic response making the revised July time frame extremely difficult, but locally staff are confident we can achieve the submission deadline.

It is also important to note that the submission of the plan is just the beginning. The most challenging work lies ahead in the fall of 2021 and onward, in moving the recommendations into a concrete action plan and establishing implementation pathways that will lead to improved service delivery system to meet the needs of the residents in Kingston.

**Existing Policy/By-Law:**

None

**Notice Provisions:**

None

**Accessibility Considerations:**

None

**Financial Considerations:**

None

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**Other City of Kingston Staff Consulted:**

Cheryl Hitchen, Social Policy and Strategic Community Development Manager

Laurie Dixon, Data Analysis Co-ordinator, Housing and Social Services

**Exhibits Attached:**

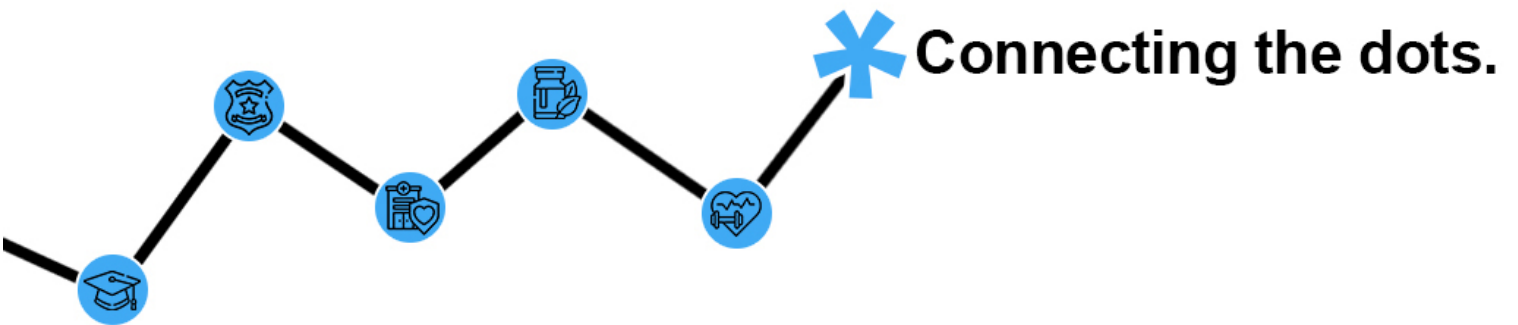
Exhibit A – Community Safety & Well-being Engagement Summary – January 2021



City of Kingston

# Community Safety & Well-being Engagement Summary

January 2021



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# Executive Summary

## The Plan

The City of Kingston in partnership with community partners is developing a community safety and well-being plan, as per provincial legislation. The plan must be prepared and adopted by Council before July 1, 2021. Through various activities in the community safety and well-being engagement process, key issues and concerns have been identified that are affecting the community safety and well-being of Kingston residents. Based on guidance from the provincial government's framework, local guiding principles and the identification of local realities faced by Kingston residents, this plan will serve as a foundation to proactively develop and implement evidence-based strategies and programs to address local priorities.

The goal is to support a holistic approach in addressing local issues while creating a 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. The success is linked to the well-being of each and every individual<sup>1</sup>.

## The Research

The objective of this research was to gather feedback and build evidence on what community safety and well-being looks like at a local context. Through exploration of local data, the collection of local service and Statistics Canada data, community consultation surveys and network mapping of existing local planning activities, clear priorities were established. This evidence informed foundation enables the community to focus on integrated approaches to building strategies that address these identified complex issues.

Throughout this process, various community stakeholders have been engaged and have provided valuable feedback through the advisory group process. The community consultation process reached over 600 Kingston residents, including the public and the perspectives of those working in the front line in community services and first responders.

Data highlighted throughout this document was captured throughout 2020. It is important to remember that 2020 was a year like no other with many challenges faced due to the COVID-19 pandemic and that the data will reflect the new realities and challenges faced amidst the pandemic.

## The Findings

Through the evidence that was gathered there were several issues identified as key priorities. These three interconnected issues stood out clearly in addressing critical local risk priorities.

- **18.5% - Mental Health**
- **18.4% - Housing & Homelessness**
- **17.6% - Addictions/substance misuse**

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<sup>1</sup> <https://www.mcscs.jus.gov.on.ca/english/Publications/MCSCSSSOPanningFramework.html#Section1>



## The Plan

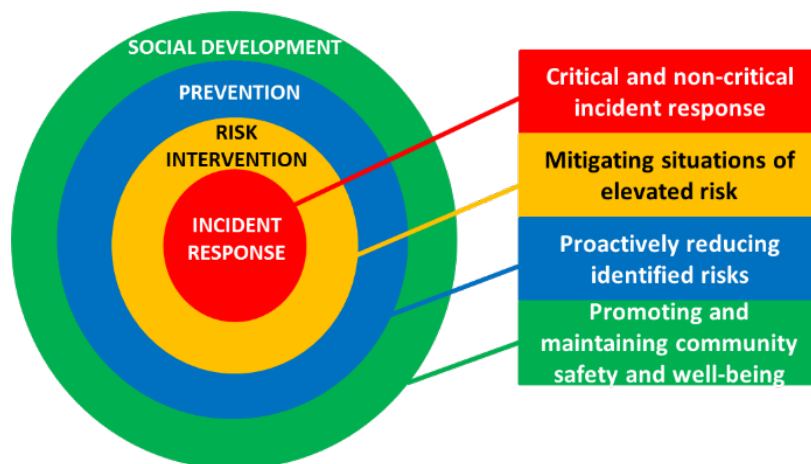
Community safety and well-being plans are provincially legislated for municipalities in Ontario under the Police Services Act, 1990. The aim of the plan is to support safe and healthy communities through a community-based approach to address root causes of complex social issues. The goal and overall objective are to ensure all residents in the community feel safe, have a sense of belonging and can meet their needs for education, healthcare, food, housing, income, and social and cultural expression. Through the creation of this plan, a holistic approach in addressing local issues must be developed and adopted in partnership with a multi-sectoral advisory committee, as well as continued engagement with the community.

A local community safety and well-being advisory committee was established to meet provincial legislation requirements for municipalities to prepare and adopt a community an informed safety and wellbeing plan that is based on locally identified risk factors through community consultations, multiple perspectives and research through the exploration of local service and demographic data.

This plan is intended to change the way we look at service delivery in all sectors and focusing on a collaborative service delivery model that leverages the strengths of partners in the community. With collaboration in mind, the local advisory committee outlined the various organizations, programs and committees that are already addressing these key areas of concern, in some capacity within the Kingston, to identify foundational work that can foster synergies and identify gaps to be able to increase collaboration and partnerships moving forward.

Community safety and well-being plans seeks to achieve a proactive, balanced, and collaborative approach to community safety and well-being through a provincial framework that focuses on four key areas: social development, prevention, risk intervention, and incident response.

Community Safety & Well-being Planning Framework - Ministry of the Solicitor General<sup>2</sup>



<sup>2</sup> <https://www.mcscs.jus.gov.on.ca/english/Publications/MCSCSSOPlanningFramework.html>

## The Objectives & Methodology

Community safety and well-being cannot be addressed in isolation by one organization, sector, or individual group it requires a holistic approach where all voices are included. Collective community insight is needed to better understand safety and well-being risks, issues and concerns that face the residents of Kingston. These insights provide the foundation for creative solutions and fostering of innovative ideas needed to tackle these complex issues. Throughout the planning process the thoughts and ideas of various service providers, organizations, communities, and the public have been used to shape the priorities of this plan and will be the foundation for its strategies and actions moving forward.

### Data Collection

An initial scan of local service data and demographic data helped guide initial discussions in exploring the scope of work for this plan. Information was gathered to provide a snapshot or baseline of this work and help establish a path for moving forward. The various data sets helped to identified initial issues/risks as well as provide the scope of geographic areas of need to focus the plan around in the Kingston community. This data included a scan of available Statistics Canada demographic, social survey data and local service data. This data will be highlighted in the final community safety and well-being plan.

In addition to the scan of multiple data sets, the local advisory committee explored various organizations and committees that are already addressing, in some capacity, the key priorities identified for Kingston. This plan will further build on the foundational work happening in the community to avoid duplication, as well as identify gaps that need additional focus. This process will help to enhance as well as create new synergies to avoid duplications and create stronger partnerships in solving complex issues faced by the community.

### Focus Groups

Through initial planning in data collection, prior to COVID-19 emergency closures, focus groups were implemented with local youth organizations. Data was collected in March 2020 through five focus groups. There was a total of 55 youth that participated in the discussions, with 80% being between the ages of 12 – 20. There was also a relatively even split between female (56%) and males (44%) participation.

Majority of participants agreed that addictions, mental health, and violence were all areas of concern that should be focused on by the community. Other themes or suggestions identified were homelessness, human trafficking/kidnapping, and lack of access or coordination of services. Many felt that there needed to be more education (media, training for teachers, increase awareness about supports) and listening to the voice of youth in order to help youth and reduce stigma.

## Surveys

A community consultation process was implemented in the fall 2020 to ensure that the voices within Kingston had the opportunity to provide input on the development of evidenced based strategies and priorities to address local issues related to crime and complex social issues. Data was first collected through a survey aimed at the experiences faced by first responders and front-line workers within Kingston. Data was captured from September 14<sup>th</sup> through until October 15<sup>th</sup>, 2020.

A similar survey was conducted through an engagement process with the public later in the fall 2020. The survey was open from October 27<sup>th</sup> to November 30<sup>th</sup>, 2020. The survey aimed at capturing the experiences faced by residents in Kingston in relation to community safety and well-being. Data was captured through the City of Kingston's 'Get Involved' online engagement platform as well as through direct email links and available hard copies to community organizations to directly connect with clients.

This report provides a summary of the combined and individual results of both of these surveys and highlights the top issues and concerns which will be the foundation for which the plan will be built upon and will guide the actions and strategies for moving forward.

Although other data collection activities were planned for this engagement process, these were paused due to onset of the COVID-19 pandemic in March 2020. At this time, due to the physical distancing measures that were put in place to protect the health and safety of our community, all face-to-face activities were cancelled. The advisory committee revised the approach to the engagement process in response to COVID-19 impacts to ensure that as many voices were included in building this plan. It is also important to remember that this data will reflect the new realities and the many challenges faced amidst the COVID-19 pandemic.

The ongoing COVID-19 response reiterates the importance of a comprehensive and robust community safety and well-being plan to support the community. The final community safety and well-being plan is intended to be flexible and respond to future emerging issues through shifting to the needs of the community such as those seen during the recent COVID-19 situation.

## The Guiding Principles

The data collection process highlighted throughout this report has provided the foundational work to identify the critical issues and risks that need to be addressed within the community safety and well-being plan in Kingston. This process further identified the need to consider how an overall framework would integrate various additional elements, including but not limited to demographics, such as age, income, social and cultural factors, and embed these elements into overarching principles that would guide the plan's approach and structure.

The advisory committee established general guiding principles that embrace a common focus for the work moving forward and help to identify both effective and meaningful ways to address critical issues and their root causes.

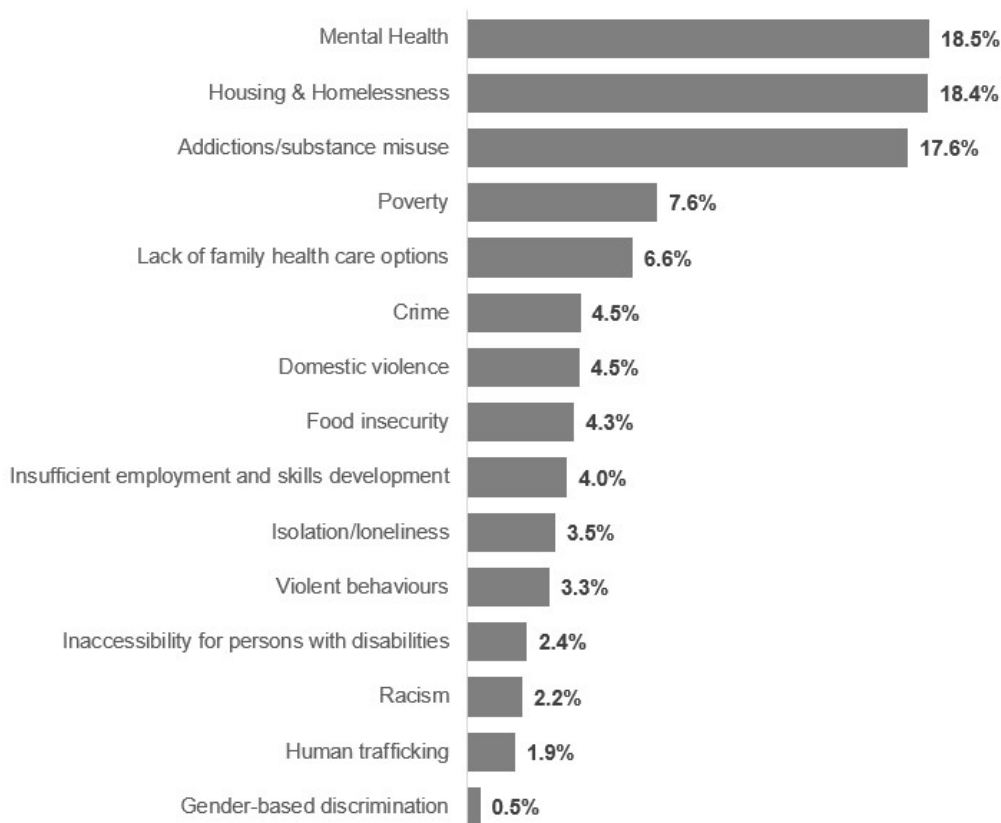
These guiding principles establish a common agenda and support increase in collective work to address complex social issues, through each of these factors to help better understand the issues that contribute to community safety and well-being. The framework will also apply an equity and trauma informed lens across all areas of focus to recognize and better understand the impact of systemic barriers faced by marginalized populations.



This plan is both a foundational strategy and a long-term journey that will address existing community safety and well-being issues but is also intended to be a living document that can respond to emerging issues that arise in the future. The concepts within the plan are complex and include a broad range of critical issues that are interconnected. It is important to build off the foundational data collected that will guide this flexible and iterative process through these overarching principles to find the best collective solutions possible to address these critical issues, as well as the root causes.

## Overall Issues & Concerns

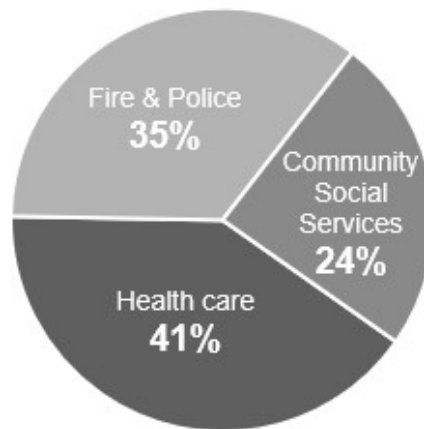
This interim report presents the work completed to date on the plan, including priorities, which was built through the feedback and insights provided from the community engagement process. This report highlights the data and feedback received to ensure that as many voices as possible were heard. Making sure that everyone that wanted to contribute had the opportunity to provide their thoughts, ideas, and opinions in this process is central to the success of this plan. Based on the feedback provided on the issues and concerns that were most prevalent, as well as providing suggestions on where there may be gaps that need to be further addressed is critical to building a holistic plan that ensures residents feel safe, secure, and welcome. The final community safety and well-being plan will focus on main issues and concerns raised through this process but will be flexible enough to adapt to changing circumstances. The top three issues will be the foundation to help identify strategies and actions and will be the baseline to set measurable outcomes.



## Frontline & First Responder Survey Feedback

A community consultation process was implemented in the fall 2020 to ensure that the voices within Kingston had the opportunity to provide input on the development of evidenced based strategies and priorities to address local issues related to crime and complex social issues. Data was first collected through a survey aimed at the experiences faced by first responders and front-line workers within Kingston. Data was captured from September 14th through until October 15<sup>th</sup>, 2020. Feedback and insights were gathered from 350 first responders and frontline workers based on their experiences in their work in relation to community safety and well-being.

### Respondents Type of Work



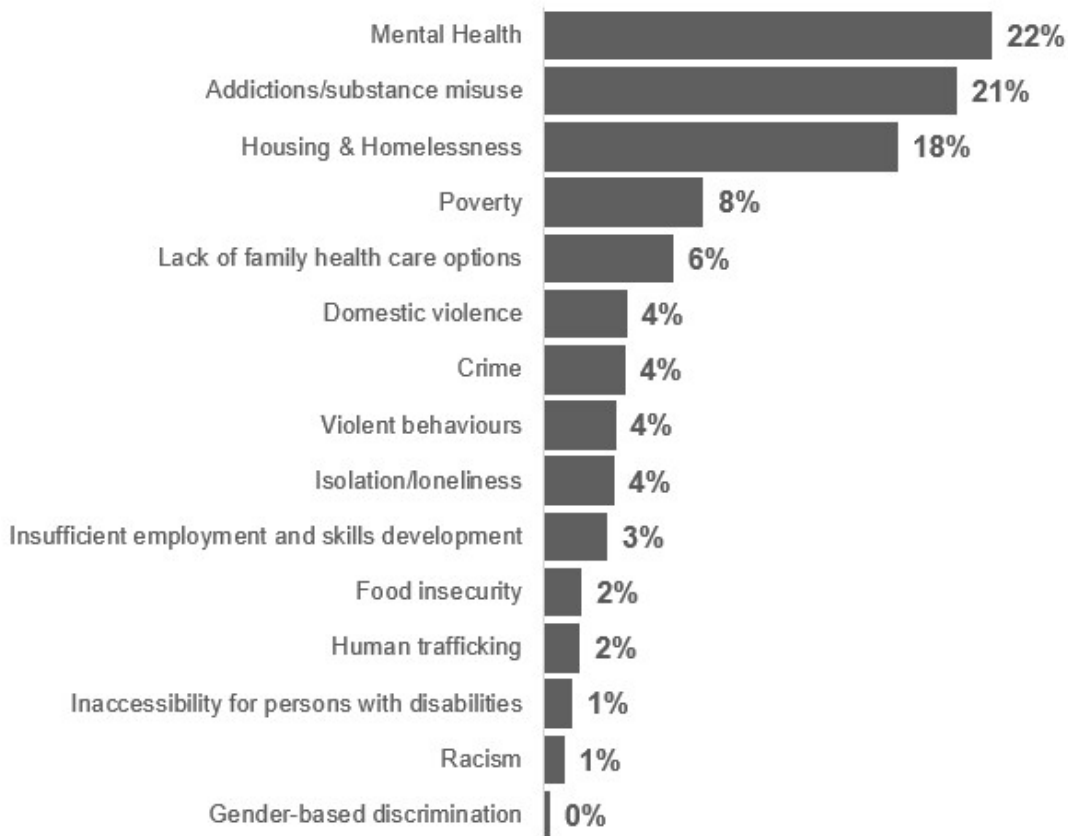
Health care providers included: Paramedic service, Addictions & Mental Health, Emergency Health Services (Emergency room), Family Health, and Public Health.

Community Social Services included: Family protection services, Social assistance workers, Child & Youth workers, Outreach worker.

## Top Issues & Concerns

Based on the work experience in their field, respondents identified the following top four issues and concerns as prevalent in Kingston:

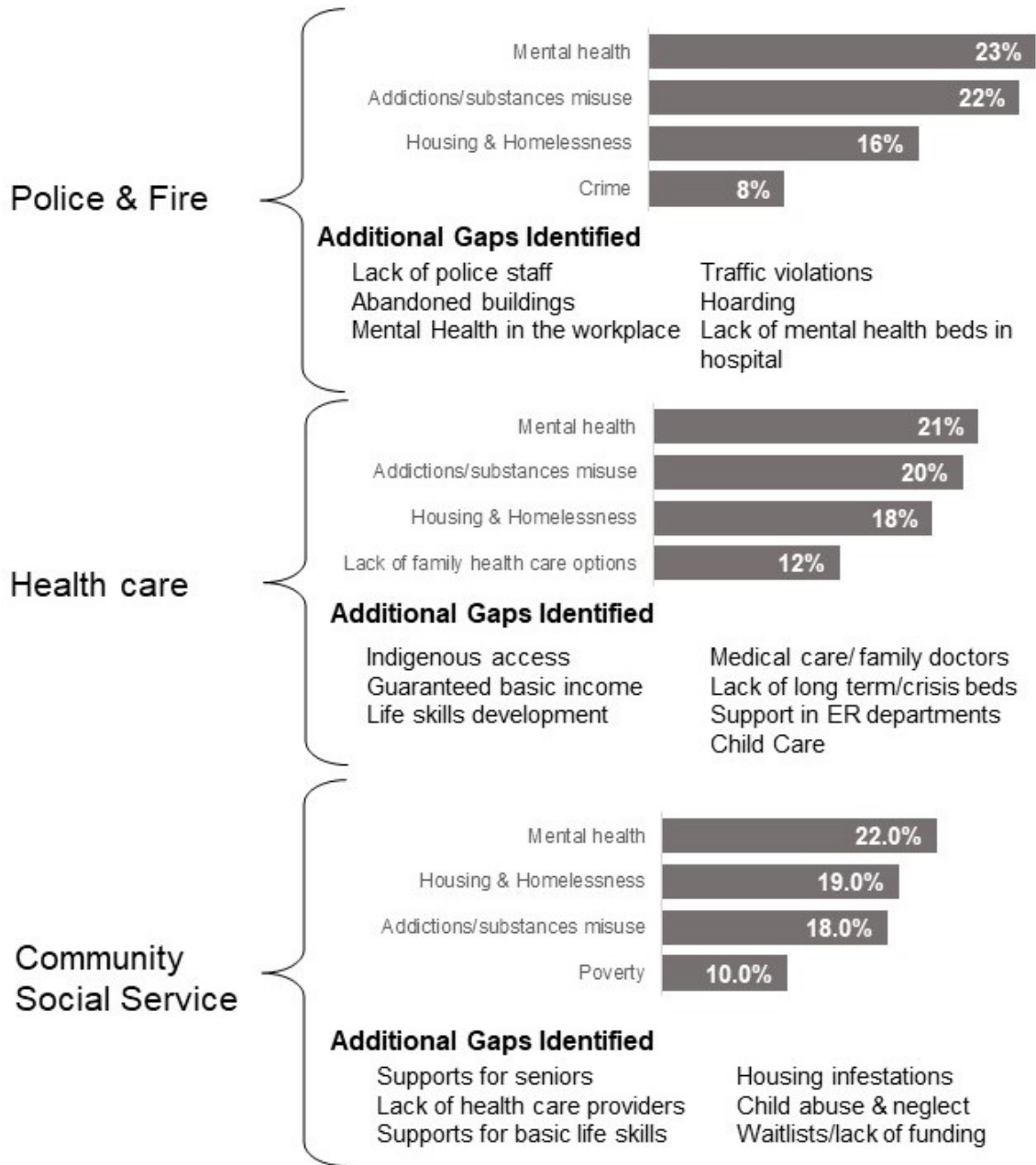
- Mental health
- Addictions/substance misuse
- Housing & Homelessness
- Poverty



When asked if there were any other issues or concerns that may have been missed, suggestions included traffic violations; COVID-19 (addressing large gatherings); life skills & support (integrated care, basic income); waitlists and lack of funding for services; lack of long-term care beds & options for residents, including seniors with complex needs; flexible and affordable child care options; employment opportunities; and fire safety.

## Top Issues & Concerns by Sector

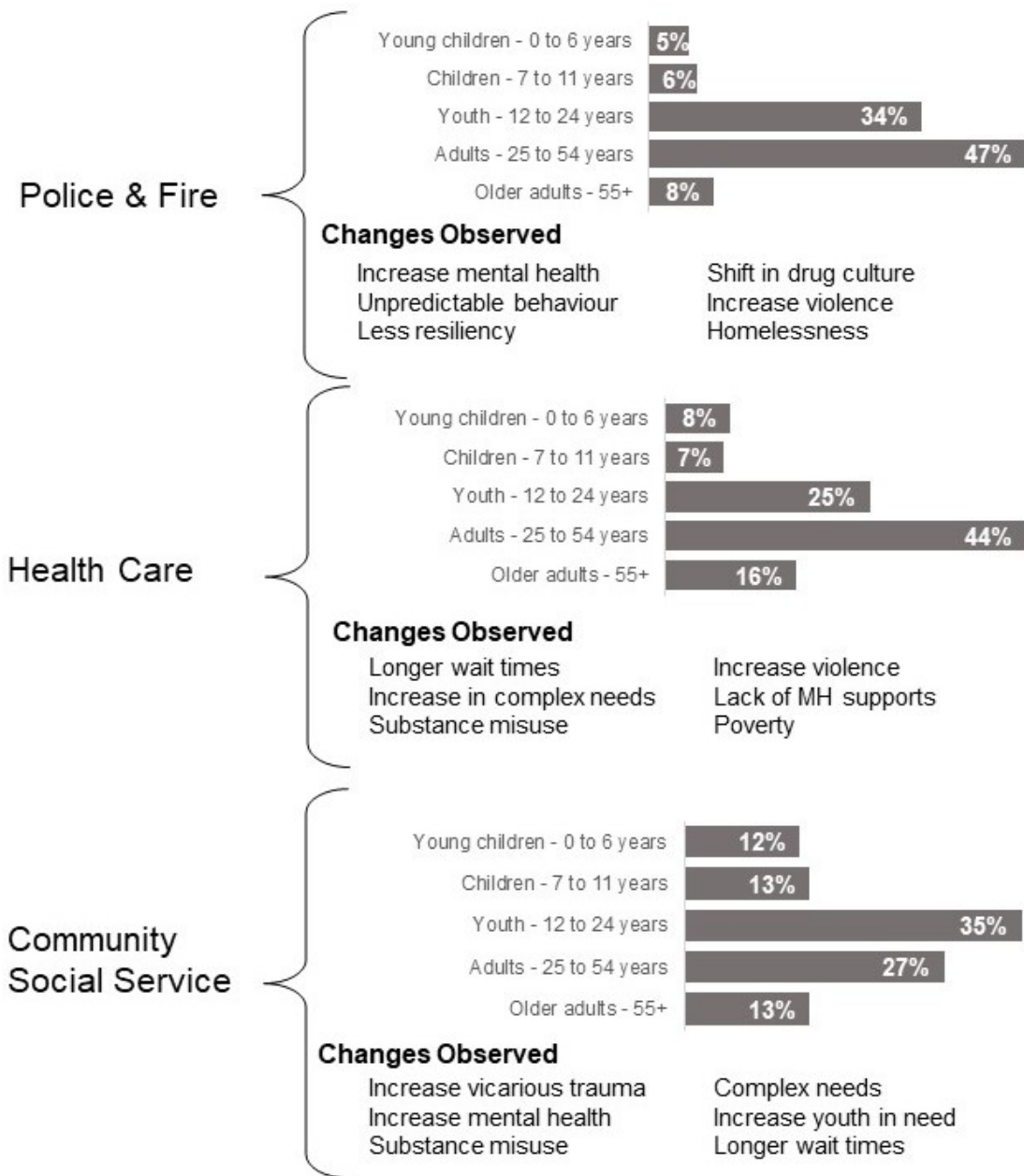
There were many additional issues and concerns that respondents felt were important to address in terms of community safety & well-being in relation to their type of work.





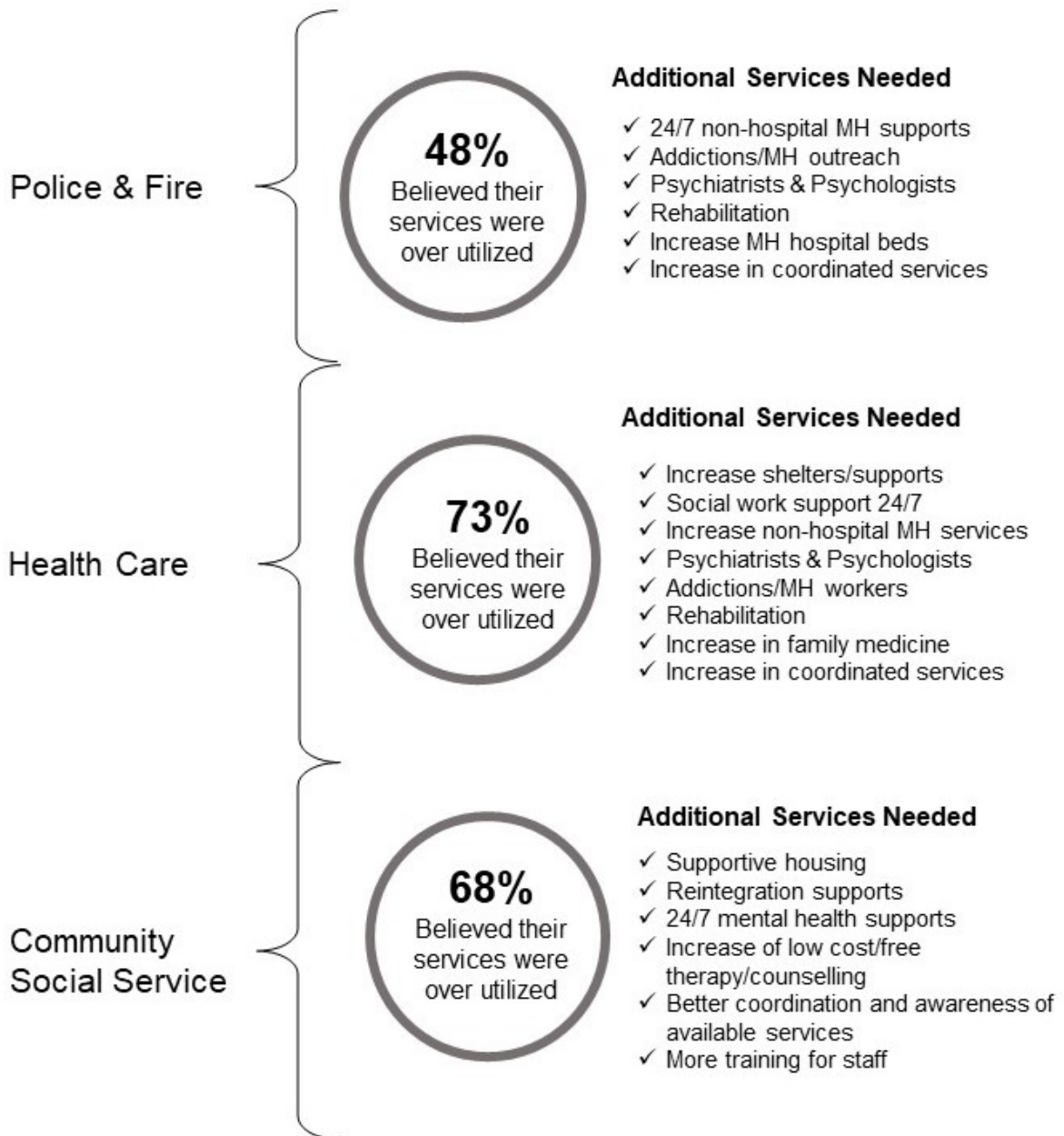
## Age Groups at Risk & Changing Populations Served

Overall respondents felt that youth and adults were most at risk in the community (71%), although many highlighted that the concerns and issues raised are prevalent across the lifespan and may impact individuals at different times throughout their lives. When asked how changes in these different populations may have changed over the last couple years many respondents comment an increase mental health concerns, addictions/substance misuse, unpredictable behaviour and struggles in maintaining housing and employment. Respondents also added further comments highlighting that many of these issues and concerns are prevalent across the life span and may impact individuals at different times throughout their lives.



## Availability of Appropriate Services

Overall experiences by sector of programs/services being overutilized due to lack of availability of a more suited service/program was expressed by over half (61%) of respondents. The services and programs that were identified as being needed were an increase of 24/7 support services, increase access to mental health services, rehabilitation supports, and housing. Others identified access to information and referral pathways to appropriate service to increase awareness on who to call.



## Additional themes that emerged through the survey

- Increase in the aging population, elder isolation, and care,
- Increase in complex needs,
- Life stabilization supports,
- Family and parenting supports,
- Focus on positive healthy child development,
- Safe spaces for homeless women,
- Increased integration and coordination of the delivery of services,
- Increase supports and training for frontline workers on trauma informed practices to help mitigate risk,
- Solutions and action on these issues in our community.

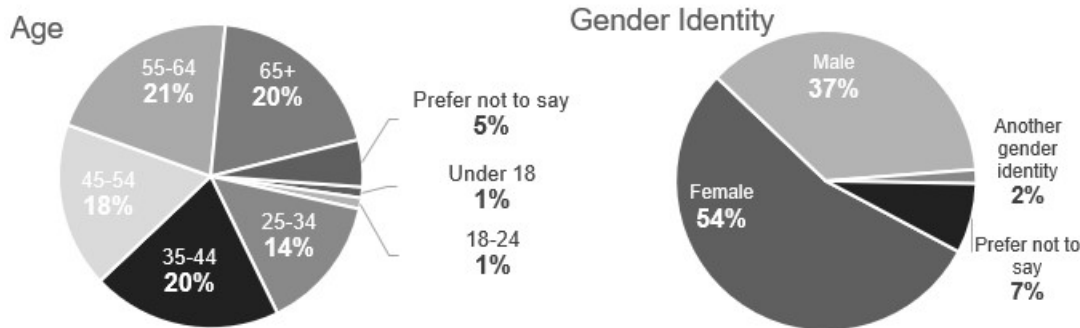
Many of the issues and concerns highlighted throughout this survey by front line workers and first responders indicated they have experienced an increase risk in exposure to violence, unpredictable behaviour, as well as an increased demand and stress in their everyday work.

## Public Survey Feedback

Kingston’s Community Safety and Well-being public survey collected further data and feedback to help inform the development of evidenced based strategies and priorities to address local issues related to crime and complex social issues. Data was collected from October 27<sup>th</sup> until November 30<sup>th</sup>, 2020 through a survey aimed at gathering feedback on the experiences related to Community Safety and well-being faced by the residents of the City of Kingston. Data was captured through the City of Kingston’s ‘Get Involved’ online engagement platform as well as through direct email links and hard copies made available through various community organizations.

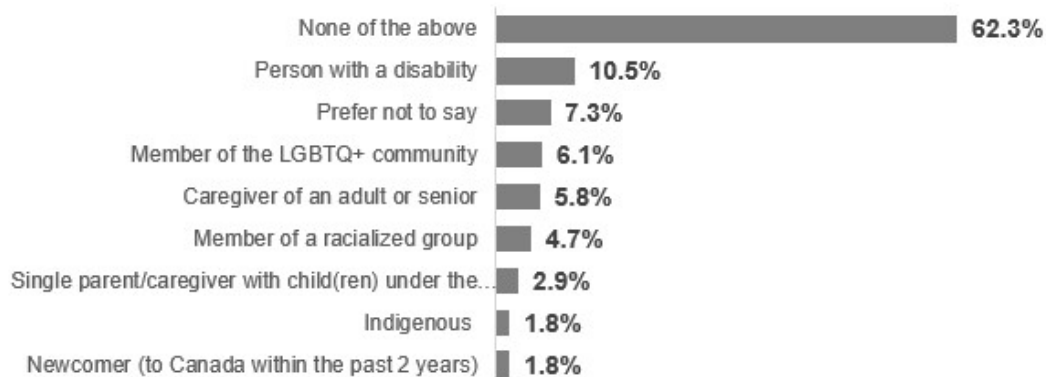
### Demographics

We had received a total of 342 responses with just over 50% of responses coming from female respondents, and a fairly even distribution across age groups, with 41% coming from those over 55 years.



### Personal Identity

Majority of respondents (62%) identified with none of the personal identity options, while 7% preferred not to answer. Of the options listed the highest group identified was persons with a disability (11%), followed by those in the LGBTQ+ community (6%). Note respondents were only able to select one category due to a technical error in the survey.

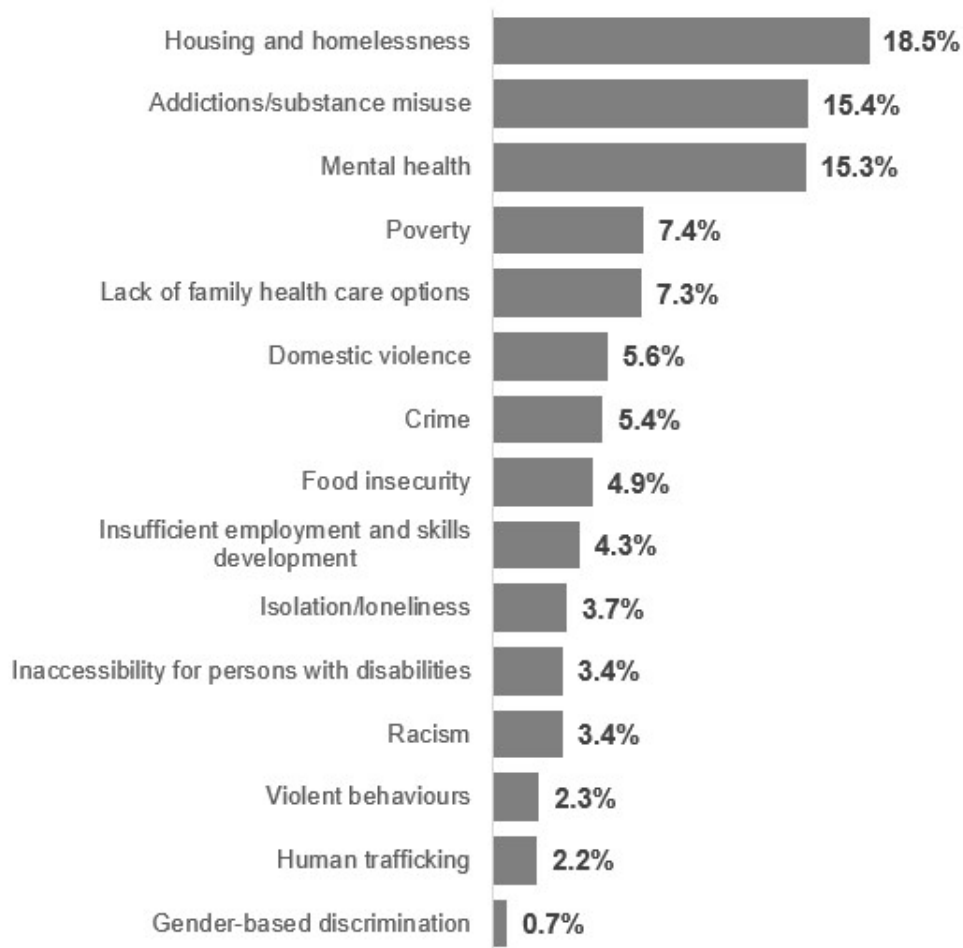


## Top Issues & Concerns

Respondents identified the following top four issues and concerns as prevalent in Kingston:

- Housing & Homelessness (18.5%)
- Addictions/substance misuse (15.4%)
- Mental health (15.3%)
- Poverty (7.4%)

This is similar to those identified by first responders and front-line workers, although by comparison mental health (22%) and addictions (21%) were seen as the most prevalent.



## Top issues & concerns by Personal Identity

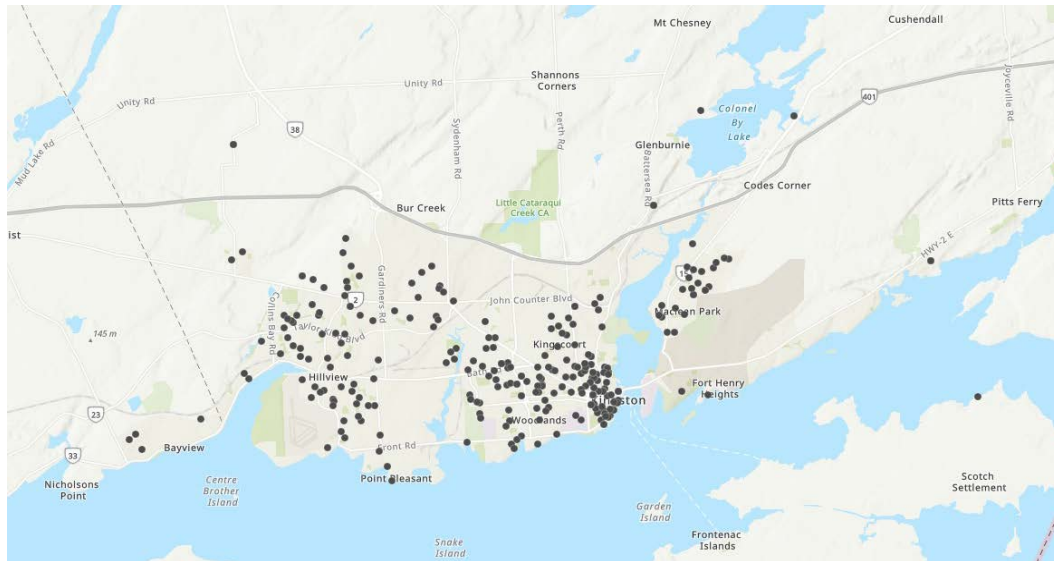
By looking into the issues and concerns of different populations that responded to the survey, we can explore the unique perspectives they have on the community safety and well-being in the Kingston community. The overall themes are similar throughout each of the different populations, with slight variations depending on the group:

- Newcomers to Canada had higher concerns around racism in Kingston,
- Single parents with young children had increase concerns with food insecurity,
- Caregivers of an adult or senior also had increase concerns around food insecurity.

	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<b>Person with a disability</b>	Housing & Homelessness	Mental Health	Addictions/substance misuse	Inaccessibility for persons with disabilities
<b>Indigenous</b>	Housing & Homelessness	Mental Health	Addictions/substance misuse	Poverty
<b>Newcomer (to Canada within the past 2 years)</b>	Housing & Homelessness	Racism	Insufficient employment and skills development	Food insecurity
<b>Single parent/caregiver with child(ren) under the age of 18</b>	Food insecurity	Housing & Homelessness	Mental Health	Addictions/substance misuse
<b>Member of the LGBTQ+ community</b>	Housing & Homelessness	Addictions/substance misuse	Mental Health	Poverty
<b>Member of a racialized group</b>	Housing & Homelessness	Mental Health	Addictions/substance misuse	Insufficient employment and skills development
<b>Caregiver of an adult or senior</b>	Housing & Homelessness	Mental Health	Food insecurity	Addictions/substance misuse
<b>None of the above</b>	Housing & Homelessness	Addictions/substance misuse	Mental Health	Poverty

## Survey Respondents by Postal Code

Responses to the survey were spread across the city, with a slightly larger portion coming from the Sydenham/downtown and Inner Harbour neighbourhoods of the city.



## Key themes in comments

When asked if there were any other issues or concerns that may have been missed, suggestions included:

- Increase in the aging population, elder isolation, and care,
- Feeling safe in the community (i.e., walking at night, cycling, K&P trail),
- Traffic safety,
- Racism and discrimination,
- Indoor space for Indigenous ceremonies,
- Intersectionality of issues and concerns,
- Increase focus on child development, abuse, and ACEs,
- Address root causes of challenges and barriers,
- Continuous and diverse feedback throughout process,
- Better access to mental health services,
- Better income supports,
- Increased integration and coordination in the delivery of services (long waitlists),
- Increase training for police for mental health crisis situations,
- Increase mental health staff and supports in the community.

## Appendix

### Community Safety & Well-being - Front Line Worker Survey

The City of Kingston, like all other municipalities across the province, is responsible for developing a Community Safety and Well-being plan. The City of Kingston's Community Safety and Well-being Advisory Group is inviting front line service providers and those working in emergency services to share their input into during the planning process based on their first-hand experiences and expertise. We are seeking input based on work experiences that occurred within the City of Kingston. This input will help guide the work of identifying priority areas to be addressed in the plan and help to highlight what is working well, what needs to be changed or improved and what might be missing. All responses will be kept confidential and summarized statistically in our final report. The final report will be completed and shared mid-2021. If you have any questions about this survey please contact Cheryl Hitchen, City of Kingston, 613-546-2695 x 4806 or [chitchen@cityofKingston.ca](mailto:chitchen@cityofKingston.ca).

1. Please identify the type of work you do:

- Paramedic Service
- Fire Services
- Police Services
- Hospital Emergency Services
- Family Protection Services
- Child and Youth Services
- Other

2. Based on your work experiences, please rank the top 4 Community Safety and Well- being issues/concerns you feel are most prevalent in Kingston.

- Inaccessibility for persons with disabilities
- Addictions/substance misuse
- Crime
- Domestic violence
- Insufficient employment and skills development
- Lack of family health care options
- Food insecurity
- Gender-based discrimination
- Human trafficking
- Housing & Homelessness
- Isolation/Loneliness
- Mental Health
- Racism
- Violent behaviours
- Poverty



3. Are there any other Community Safety and Well-being issues or concerns that are missing from the list above?
4. Based on your work experiences, which age groups are at the greatest risk for the issues and concerns you selected in the previous question?
  - Young children – 0 to 6 years of age
  - Children – 7 to 11 years of age
  - Youth – 12 to 24 years of age
  - Adults – 25 to 54 years of age
  - Older adults – 55 years of age and older
  - Further comments:
5. Describe how, if any, the people you interact with in your everyday work have changed over the years?
6. Have you experienced your services/programs being utilized because a better suited service/program was available?
  - Yes
  - No

If yes, what programs or services would have been beneficial?
7. In thinking about the creation of a Community Safety and Well-being plan for Kingston, there anything you would like the advisory group to consider that you haven't mentioned in previous answers?

Thank you for taking part in this survey. Your responses are valuable in ensuring that the Community Safety and Well-being Plan for Kingston represents the views and experiences of a wide variety of stakeholders.

## Community Safety and Well-being – Public Survey

The City of Kingston's Community Safety and Well-being Advisory Group is inviting community members to provide your input into our planning process based on your experiences and observations. This input will help guide our work in identifying the priority areas to be addressed in our plan, what is working well, what needs to be changed or improved and what might be missing. All responses will be kept confidential and summarized statistically in our final report. This report will be completed by mid-2021. If you have any questions about this survey please contact Cheryl Hitchen, City of Kingston, 613-546-2695 x 4806 or [cswb@cityofkingston.ca](mailto:cswb@cityofkingston.ca).

1. What is your postal code?
  
2. Please tell us a little about yourself, starting with your age
  - Under 18
  - 18-24
  - 25-34
  - 35-44
  - 45-54
  - 55-64
  - 65+
  - Prefer not to say
  
3. Please tell us your gender
  - Male
  - Female
  - Another gender identity
  - Prefer not to answer
  
4. Please check all the descriptions below that apply to you.
  - Person with a disability
  - Indigenous (Aboriginal, First Nations, Metis, Inuit or multiple Indigenous identities)
  - Newcomer (arrived in Canada within past two years)
  - Single parent/caregiver with child(ren) under the age of 18
  - Member of the LGBTQ+ community
  - Member of a racialized group
  - Caregiver of an adult or senior
  - None of the above
  - Prefer not to say

5. Please select the top 4 community safety and well-being issues/concerns you feel are most prevalent in Kingston.

- Inaccessibility for persons with disabilities
- Addictions/substance misuse
- Crime
- Domestic violence
- Insufficient employment and skills development
- Lack of family health care options
- Food insecurity
- Gender-based discrimination
- Human trafficking
- Housing & Homelessness
- Isolation/loneliness
- Mental Health
- Racism
- Violent behaviours
- Poverty

6. Are there any other community safety and well-being issues or concerns that are missing from the list above?

7. In thinking about the creation of a Community Safety and Well-being plan for Kingston, is there anything you would like the advisory group to consider that you haven't mentioned in previous answers?