

**ACCOUNTABILITY
FRAMEWORK FOR
EVALUATING LEGISLATION
AND POLICY REFORMS FOR
PRIMARY PREVENTION OF
DOMESTIC AND SEXUAL
VIOLENCE: PHASE ONE
RESULTS**

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Acknowledging Indigenous territory and peoples

Shift wants to acknowledge that our team members live across Turtle Island in what is today known as Canada. We acknowledge that the places we call home have deep ties to the Indigenous Peoples that have stewarded this land since time immemorial. We also acknowledge that colonial actors and institutions perpetually deny Indigenous Peoples their rights to self-determination and sovereignty and these institutions must be challenged and changed. Shift is committed to the advancement of the United Nations Declaration on the Rights of Indigenous Peoples and the Calls to Action of the Truth and Reconciliation Commission.

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1.0 Overview

The purpose of this report is to present the results of the first phase of research to support the design of an accountability framework for Alberta's Primary Prevention Framework (APPF). The goal of the APPF is to provide a roadmap for the Government of Alberta (GoA) and the anti-violence sector to focus their attention, resources, and time on upstream solutions and approaches that target the root causes and drivers of domestic and sexual violence.

1.1 The root causes of domestic and sexual violence

The root causes of domestic and sexual violence are **systems of oppression**, specifically, heteronormative patriarchy, white supremacy, colonialism, and capitalism.¹

- Heteronormative patriarchy is a social system in which, on average, heterosexual men have most power, privilege, and control in the political, economic, cultural, and social roles.²
- White supremacy is a political, economic, and cultural system in which white people overwhelmingly control power and material resources based on conscious and unconscious ideas of white superiority and entitlement, which are embodied and reproduced as relations of white dominance across institutions and social settings.³
- Colonialism is the practice of maintaining political and economic control over a social group deemed inferior within one's nation or over other nations.⁴
- Capitalism is a form of economic and social organization focused on wealth accumulation and maximization of profit by normalizing inequalities, competition, valuing relationships for their usefulness and material benefit, and exploitation.⁵

These systems of oppression have collectively normalized problematic **worldviews**, which are a collection of attitudes, values, stories, and expectations about the world around us, which informs our thoughts and actions.⁶ These worldviews include:⁷

- The normalizations of dominance, control, coercion, aggression, and violence in personal and professional interactions, institutions, systems, and culture.
- Inequality and hierarchy, with dominant groups, such as white upper-class men, at the top, and women, equity-deserving groups, and Indigenous Peoples at the bottom.
- Wealth accumulation and exploitation of the environment and other individuals and groups, particularly, women, equity-deserving groups, and Indigenous Peoples.
- Individualism and social fragmentation.

These worldviews have shaped our **culture**, including social norms, values, and beliefs; our **structures**, including laws, policies, and practices in our systems, institutions, and organizations; and have produced **internalized oppression or privilege and unhealed trauma**. Together, these systems of oppression and problematic worldviews create and reinforce conditions that normalize and drive domestic and sexual violence.⁸

The goal of the APPF is to lay out recommendations for primary prevention efforts that will challenge the systems of oppression and problematic worldviews to enable all Albertans to live a life of safety, equity, dignity, justice, and belonging free from violence.

1.2 Primary prevention through legislation and policy reforms

Primary prevention means preventing initial perpetration and victimization of domestic and sexual violence through three pathways:⁹

Pathway one: Improving our existing practices to promote healing, accountability, repair, resilience and skills in families and individuals.

Pathway two: Changing cultures and structures to support and reinforce pro-social norms, equity, safety, dignity, justice, and belonging.

Pathway three: Re-imagining and building worldviews that promote liberation, peace, belonging, and harmony.¹⁰

The three pathways identified pursue distinct goals that are expected to contribute to the ultimate goal of the APPF: a life of safety, equity, dignity, justice, and belonging free from violence for all Albertans, including Indigenous Peoples, women, and equity-deserving groups.

Pathway one focuses on incremental innovations that seek to improve existing practices.¹¹ This pathway provides recommendations on the best programs and initiatives that build the will and skills of individuals, families, and networks to reduce risk factors and enhance protective factors for domestic and sexual violence. These recommendations aim to support healing from internalized oppression or privilege and trauma, thus building resilience and preventing violence from happening in the first place. The recommendations for pathway one will list effective programs and initiatives for working with individuals and families that the Government of Alberta can fund, and the anti-violence sector can implement in the future.

Pathway two focuses on reform-oriented innovations that aim to change aspects of existing systems that have entrenched domestic and sexual violence.¹² This pathway focuses on recommendations to change our cultures, structures, systems, and institutions so that they promote safety, equity, dignity, justice, and belonging, primarily through policy and legislation reforms. The recommendations for pathway two are most actionable as they will outline specific policy and legislation reforms that the Government of Alberta can implement by focusing on priority areas that can result in most significant impact.

Pathway three focuses on innovations that seek radically different ideas that can help us do things in unprecedented ways.¹³ This pathway is about identifying gamechangers, that is reimagining our systems and cultures that can build a society that promotes non-violence and equity.

The following proposed accountability framework will **focus exclusively on pathway two** because it is the most relevant and actionable pathways for the Government of Alberta. The accountability framework will support the GoA's ability to monitor and evaluate its progress towards preventing domestic and sexual violence through legislation and policy reforms by measuring indicators that demonstrate whether the desired outcomes have been achieved.

The next section of the report will provide a definition and component parts of accountability frameworks, briefly present the methodology of this research project, identify the limitations of the first phase of research, outline the accountability framework for the APPF, and identify the next steps.

2.0 The definition and component parts of accountability frameworks

An **accountability framework** is a tool that helps to outline the ownership of responsibilities related to an initiative and plans for information gathering, monitoring, and reporting.¹⁴ Accountability frameworks are essential for government because they:

- Establish desired outcomes and performance expectations.¹⁵
- Promote evidence-based decisions-making and ensure that there is a clear and logical design of policies or programs that ties resources and activities to expected results.¹⁶
- Support the implementation, management, and review of an initiative by clarifying the data collection methodology, responsibility, and timelines.¹⁷
- Promote objective assessment of the progress of an initiative and determine if adjustments and modifications are required.¹⁸
- Simplify and streamline reporting.¹⁹

Usually, an internal accountability framework used by ministries and departments for monitoring and evaluation includes the following **component parts**:²⁰

1. Outcomes

Outcomes are measurable changes that take place as a result of the initiative. Ultimate or long-term outcomes describe a change in the condition or state, such as human rights, living conditions, or health. Intermediate or medium-term outcomes describe a change in behaviour or practice, such a policy or legislative reform. Immediate or short-term outcomes describe changes in attitudes, knowledge, or capacity, e.g., support for equity among the province's population. Outcomes usually state the direction of the expected change, i.e., increase or decrease; what will change and who will experience change; and where change will be experienced. An example of an ultimate outcome is increased safety among women in Alberta.

2. Indicators

Indicators, also known as performance indicators, are a means of measuring outcomes. They are composed of a unit of measure, such as number or percentage; a unit of analysis, such as individuals, groups, organizations, or documents; and a context, which provides additional details. Indicators can be qualitative or quantitative, and are usually disaggregated by categories, such as gender, gender identity, age, ethnicity, rural/urban setting, or socio-economic status, to understand how change affects different groups. An example of an indicator to measure the ultimate outcome mentioned above, increased safety among women in Alberta, is the percentage of women in Alberta who feel very safe walking alone in their neighbourhood after dark, disaggregated by age, racialized group, and rural/urban setting.

3. Baseline data

Baseline data identifies the specific value of each indicator before an initiative is implemented. It is collected once before any activities are undertaken and is used as a reference against which progress on the achievement of all the outcomes will be measured at specified intervals. For example, in 2014, only 38% of women reported feeling very safe when walking alone in their neighbourhood after dark.²¹ This number, 38%, can be used as baseline data to measure the impact of future initiatives for increasing women's safety.

4. Targets

Targets reflect the results that an initiative wants to achieve by a particular deadline. Targets are values of performance indicators based on their baseline values. Using the example of women feeling very safe when walking alone in their neighbourhood after dark,²² we can set the target for our initiative based on the baseline number of 38%. The target, or the percentage of women feeling very safe that we want to reach, would depend on the ambitiousness of the measures of our initiative and the initiative's duration: the more ambitious and the longer the initiative, the higher the target we can set.

5. Data sources

Data sources are the individuals, organizations, or documents from which data about indicators will be obtained. Data sources can be primary, i.e., collected directly by the implementer of an initiative at the source, or secondary, i.e., collected and recorded by another person or organization, sometimes for a completely different purpose.

6. Data collection methods

Data collection methods are approaches to collecting the necessary data, which depend on the purpose of the initiative, the types of indicators used, and the organization's capacity. Data

collection methods may include interviews, focus groups, observations, surveys, or field experiments.

7. Data collection frequency

Frequency describes the timing of data collection that can demonstrate progress on each outcome. The higher level the outcome, the less frequently the data is collected because we must wait longer for change to happen. For example, immediate or short-term outcomes can be measured semi-annually while intermediate or medium-term outcomes can be measured annually or even every two years.

8. Responsibility

Responsibility identifies individuals or units, such as ministries or data specialists, responsible for collecting data on the performance indicators.

An external accountability framework that is shared with the public usually includes the **outcomes, indicators, and responsibility**, with the responsible individuals or units developing the remaining elements of the internal framework based on their needs and capacity. This project will provide the Government of Alberta with an external version of an accountability framework but will also add indicator descriptions and indicator calculations to facilitate their adoption.

3.0 Methodology of the accountability framework project

3.1 The research process

The accountability framework was developed using an iterative design process that involved generating a broad list of potential outcomes and performance measurement indicators and then applying a sequential set of inclusion and exclusion criteria to reduce the number of outcomes and indicators until a final outcome and indicator set was established. The outcomes and indicators were collected from several reputable sources, including the United Nations Sustainable Development Goals, the Canadian Indicator Framework for Sustainable Development Goals, Statistics Canada (with specific emphasis on indicators included in the Disaggregated Data Action Plan, which supports stratifying indicators for diverse populations, such as immigrants, seniors, persons with a disability, etc.), and the Government of Alberta's Ministry Business Plans (2015-2018, 2016-2019, and 2017-2020). Additionally, internal monitoring and evaluation data was requested from the Intergovernmental Committee on Family Violence. (For the data requested, please see Appendix 2.) The goal of this step was to integrate the internal data that was already being collected by the government into the accountability framework. The members who responded to the data request reported that all the relevant outcomes or indicators were included into their annual Business Plans.

The initial list of 731 indicators was categorized based on the outcomes they measured, where those outcomes were organized according to their alignment or lack of alignment with the levers of change, or the areas for legislation and policy reforms that are critical for primary prevention of domestic and sexual violence. (For more information on the levers of change, please see Section 4.) Once complete, each category of indicators (e.g., social norms of nonviolence and equity; neighbourhood infrastructure; etc.) was reviewed and indicators were removed if they were irrelevant to the Alberta context (e.g., access to health insurance) and/or did not logically measure outcomes contained in the APPF. This resulted in 482 indicators being removed from further consideration. The remaining 249 indicators were analyzed for feasibility. Indicators without available data or that required primary data collection that would involve a burden of work disproportionate to the value that the data would provide were excluded. In addition, indicators that measured the same outcome in the same or very similar way were recoded and combined. The end result is a list of 111 indicators that make up the accountability framework. It is important to note that, wherever possible, the included indicators should be measured in such a way as to enable stratification of the results based on meaningful social categories, such as gender, gender identity, age, socio-economic status, etc. For example, median income is an important indicator for socio-economic status, but it becomes a powerful measure of inequality when differences in median income between groups (e.g., men vs. women, persons living with vs. without a disability) is reported.

3.2 The limitations of the developed accountability framework and potential next steps

As has been mentioned, the accountability framework focuses only on the legislation and policy reforms that tackle the cultures, structures, and internalized oppression/privilege or unhealed trauma that lead to domestic violence. In other words, for practical reasons, the framework only measures progress towards primary prevention of domestic and sexual violence that falls under the levers of change from Pathway Two.

While the developed accountability framework provides a good start for the Government of Alberta to select outcomes and indicators in each priority area of primary prevention, the framework reflects the limitations of the existing standardized outcomes and indicators, upon which it is based. These outcomes and indicators do not reflect the complexity of all the issues related to domestic and sexual violence and especially its primary prevention. Many outcomes and indicators reflect the systems of oppression and the worldviews that maintain them. For example, the logic of scarcity and austerity rather than equity and dignity guides most financial allocations, which perpetuates inequities. Privilege permeates many of the outcomes because they ignore the disproportionate vulnerability to violence and other social problems of women and equity-deserving groups. Finally, small-scale responsive measures, especially punitive ones, rather than systemic preventive measures seem to be a default response in many areas. For example, safety outcomes focus on providing services to individual survivors and strengthening the criminal justice system rather than on improving life conditions for vulnerable groups in a comprehensive manner to prevent victimization in the first place.

The GoA could select the most promising outcomes and indicators from the provided framework. A potential alternative would be to expand the accountability framework to make it more ambitious and more aligned with the APPF's recommendations. An example of what a more ambitious accountability framework can be based on is the study of the most peaceful societies by the Berkley's Greater Good Science Centre.²³ The study presents some individual-, community- and societal-level outcomes that contribute to a more peaceful and non-violent society. For example, on the community level, the desired outcomes include:

- a strong shared identity as a peaceful community
- shared egalitarian values and norms
- peaceful language in media and daily discourse
- leaders who model peaceful values
- promotion of peace ceremonies and symbols
- equitable opportunity structures
- early access to multiculturalism in education
- physical synchronization across various social groups
- effective treatment of past trauma.

On the societal level, the desired outcomes include:

- governance structures that tend toward integration, egalitarianism, and democracy
- norms of decolonization
- gender parity in leadership
- transparency of institutions
- effective social safety net
- sustainable development policies and practices
- equity across all groups.

(For a full list of outcomes, please see the study at [https://greatergood.berkeley.edu/article/item/what can we learn from the worlds most peaceful societies.](https://greatergood.berkeley.edu/article/item/what_can_we_learn_from_the_worlds_most_peaceful_societies))

Such an accountability framework would solidify a true whole-government approach to primary prevention of domestic and sexual violence and support the government in solving other social problems that intersect with and contribute to violence.

4.0 The APPF accountability framework

The recommendations for pathway two and the accountability framework are organized by the **levers of change**, which are broad areas of work, reforms in which are essential for primary prevention of domestic and sexual violence and are expected to produce most impact. These levers of change, which have been identified based on research into risk and protective factors for domestic and sexual violence, include:²⁴

- promoting **social norms of nonviolence and equity**.

- creating adequate **neighbourhood infrastructure** that promotes safe and welcoming spaces and opportunities for family and community interactions.
- guaranteeing adequate **socio-economic status** to individuals, families, and communities by improving education, employment, income, income supports, and housing.
- addressing trauma, internalized oppression, and internalized privilege and improving people's mental and physical health by investing into culturally appropriate and responsive **healthcare**.
- preventing and stopping the cycle of violence by reforming the so-called systems of sorrow: the **child welfare** and the **criminal justice systems** to reduce people's contact with them and mitigate their negative impact on individuals, families, and communities.
- designing and implementing **technology** to empower individuals and minimizing its potential to be used for domestic and sexual violence.
- amending **laws and policies** to promote social norms of nonviolence and equity and create an equitable distribution of power, decision-making, and resources in our society.
- collecting the necessary **data** to understand the problem of domestic and sexual violence better and implementing **evaluation** to measure progress on violence prevention.

The accountability framework is divided into sections that reflect these levers of change, under shortened labels, including: norms of non-violence and equity; stronger families and communities; improved socio-economic status; improved health; systems of sorrow reform; safe and inclusive technology; laws and policies that promote non-violence and equity; and data and evaluation for non-violence and equity.

Under each lever of change, the framework provides outcomes, indicators, brief descriptions of indicators and ways of calculating them if available, and ministries that can be responsible for the reforms and their monitoring. As mentioned before, once the Government of Alberta selects the outcomes and indicators for its adopted accountability framework, each ministry will have to collect the baseline data, establish the targets, identify data sources and data collection methods, decide on data collection frequency, and identify individuals responsible for monitoring and evaluation within each ministry.

For the detailed accountability framework, please see Appendix 1.

5.0 Next steps

The next step for the Government of Alberta would be to identify the priority areas that it wants to focus on and select the most feasible and viable outcomes and indicators based on its capacity. If the government is interested in developing a more ambitious and transformational accountability framework, the next step would be to integrate the results of research on peaceful societies, such as the study by Berkley's Greater Good Science Centre, and the recommendations from the APPF.

Appendix 1: Accountability framework

NB:

- Calculations for all proportions should be multiplied by 100 to produce a percentage.
- Where possible, all indicators should be disaggregated by social stratifiers (e.g., sex, gender, gender identity, age, etc.) when such additional information is available.

Lever of change 1: Norms of non-violence and equity

Goal: Promote norms that support non-violence and gender and socio-economic equity

Focus area: Non-violence				
Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
1.1 Albertans are safe and protected.	1.1a) Crime severity index, by type of crime.	The Crime Severity Index measures changes in the level of severity of police-reported crime and includes all Criminal Code violations.	In the index, all crimes are assigned a weight based on their seriousness, which depends on actual sentences handed down by the courts.	Justice and Solicitor General
	1.1b) Homicide victims, disaggregated by victim characteristics.	Homicide includes murder, manslaughter, and infanticide.	The number of homicides, by victim characteristics, divided by the total number of homicides.	Justice and Solicitor General
	1.1 c) Incidence of selected types of crime.	Crime rate per 100,000 people.	The number of crimes in an area, by type of crime, divided by the population of that area. Multiplied by 100,000.	Justice and Solicitor General
1.2 Albertans are safe from abuse, exploitation,	1.2a) Proportion of the population who self-reported being sexually assaulted in the last 12	The proportion of the population who report being sexually assaulted.	The number of persons who self-report being sexually assaulted in an area, by victim	Justice and Solicitor General

trafficking, and all forms of violence.	months, by victim characteristics.		characteristics, divided by the population of that area.	
	1.2b) Number of victims of human trafficking per 100,000 people, by victim characteristics and form of exploitation.	Types of human trafficking include trafficking for sexual exploitation, forced labour, organ removal, and criminal activity.	The number of instances of human trafficking in an area, by victim characteristics and type of trafficking, divided by the population of that area. Multiplied by 100,000.	Justice and Solicitor General
1.3 Fewer Albertans are harmed by or are victims of intimate partners.	1.3a) Homicide rate per 100,000 people, by relationship to the perpetrator.	Solved homicide rate for all types of accused-victim relationships.	The number of solved homicides in an area, by victim's relationship to the perpetrator, divided by the population of that area. Multiplied by 100,000.	Justice and Solicitor General
	1.3b) Proportion of population subjected to physical, sexual, or psychological violence in the last 12 months.	Proportion of population aged 15 years and older subjected to intimate partner violence in the last 12 months.	The estimate is the percentage of all respondents, excluding those who have never been in an intimate partner relationship and those who had no contact with any current or former intimate partner in the past 12 months.	Justice and Solicitor General
1.4 Albertans are safe and have timely and consistent access to supports to meet their basic needs.	1.4a) Number of women and children admitted to provincially-funded women's shelters.	N/A.	Total number of women plus the total number of children admitted.	Community and Social Services

Focus area: Equity

Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
1.5 Albertans live free of discrimination and inequalities are reduced.	1.5a) Proportion of the population reporting discrimination or unfair treatment.	The estimate is the proportion of the population reporting discrimination or unfair treatment per 100,000 people.	The number of people self-reporting discrimination or unfair treatment in an area, divided by the population of the area. Multiplied by 100,000.	Justice and Solicitor General
1.6 Alberta families and communities thrive through improved supports by strengthening prevention and addressing the root causes of social and economic challenges.	1.6a) Sense of belonging.	The sense of belonging indicator is a proxy for social inclusion and community connectedness.	The number of people self-reporting a sense of belonging.	Community and Social Services

Lever of change 2: Stronger families and communities

Goal: Improve community infrastructure to promote safety, stability, equity, and inclusivity for stronger families and communities.

Focus area: Family

Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
2.1 Alberta's children are developmentally healthy.	2.1a) Proportion of children aged 24–59 months who are developmentally on track in health, learning	The indicator derived from the ECDI2030 is the proportion of children aged 24 to 59 months who have achieved the	Number of children aged 24 to 59 months who are developmentally on track in health, learning and psychosocial well-being divided	Health

	and psychosocial well-being, by sex.	minimum number of milestones expected for their age group.	by the total number of children aged 24 to 59 months in the population.	
2.2 Children and youth are protected.	2.2a) Proportion of population who self-reported childhood maltreatment (before age 15), by type of maltreatment.	Child maltreatment includes physical and/or sexual abuse before the age of 15 by someone aged 18 or older, as well as witnessing violence by a parent or guardian against another adult.	The number of people in an area self-reporting child maltreatment before age 15, divided by the population of the area.	Community and Social Services
2.3 The growth and development of children and women's economic participation are supported through accessible, affordable and quality childcare.	2.3a) Number of children enrolled in licensed and approved childcare spaces.	Counts of children enrolled in childcare spaces.	The number of children enrolled.	Children's Services
	2.3b) Percentage increase in the number of licensed and approved childcare spaced.	The increase in the number of childcare spaces compared to the previous reporting period, suggesting greater availability of childcare.	N/A.	Children's Services
	2.3c) Proportion of household income spent on childcare.	The average proportion of after-tax family income spent on childcare (excluding zeros) for economic families where the youngest child is aged 12 years or less.	Number of dollars spent on childcare, divided by after-tax family income (dollars).	Children's Services
2.4 Equal sharing of parenting roles and family responsibilities.	2.4a) Proportion of time spent on unpaid domestic and care work.	Domestic and care work includes food preparation, dishwashing, cleaning and upkeep of a dwelling, laundry, ironing, gardening, caring for pets, shopping, installation,	The average time spent on an activity is a daily average based on a seven-day week and the proportion of day is based on a 24-hour day.	Community and Social Services

		servicing and repair of personal and household goods, childcare, and care of the sick, elderly or disabled household members, among others.		
Focus area: Community cohesion and safety				
Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
2.5 Alberta has resilient and engaged communities supported by strong civic participation.	2.5a) Proportion of adult Albertans who volunteer with organizations in their community.	Albertans aged 18 and older who report any amount of volunteerism. Volunteerism is the participation in purposeful helping activities without monetary compensation.	The number of Albertans aged 18 and older in an area who self-report volunteering, divided by the adult population of an area.	Community and Social Services
	2.5b) Percentage of the population aged 12 and over who report their sense of belonging to their local community as being very strong or somewhat strong.	Sense of community belonging embodies the social attachment of individuals and reflects social engagement and participation within communities.	The number of people who report their sense of belonging to their local community as being very strong or somewhat strong divided by total population.	Community and Social Services
2.6 Albertans are safe and protected.	2.6a) Proportion of Albertans who report feeling safe walking alone in their neighborhood after dark.	Individuals who report never walking alone after dark are excluded from the calculation of the proportions.	The number of Albertans who self-report feeling somewhat safe or very safe walking alone in their neighbourhood after dark, divided by the total population.	Community and Social Services

Focus area: Community infrastructure

Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
2.7 Albertans have inclusive and accessible transportation options in and between communities.	2.7a) Number of passenger trips taken on regularly scheduled service in Alberta's transit system.	Trips requiring transferring from one vehicle to another are only counted once.	The total number of passenger trips taken.	Transportation
	2.7b) Proportion of the population using shared or active transportation for commuting.	Public transit includes bus and light rail. Active transport includes walking and cycling.	Number of people using shared or active transportation divided by total number of commuters.	Transportation
	2.7c) Proportion of the population living within 500 meters of a public transport stop.	Transportation stops include bus, trolley, surface and underground rail. A straight-line is used to calculate distance between a household and a transportation stop.	Number of people living within 500 meters of a public transportation stop, divided by the total population.	Transportation

Lever of Change 3: Improved socio-economic status

Goal: Create safe, fair and equitable educational institutions, workplaces, and housing to guarantee a socio-economic status that allows all Albertans to live in safety and dignity.

Focus area: K-12 education

Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
3.1 Alberta's students are successful.	3.1a) High school completion rate within five years of entering grade 10.	Those with high school diploma or equivalency certificate includes persons who have completed a high school	The number of students completing high school within five years of entering grade 10, divided by the number of	Education

		diploma or equivalency certificate, regardless of any other qualifications obtained.	students entering grade 10 within the same period.	
	3.1b) Annual dropout rate of students aged 14-18.	A student initially included in an age-specific cohort for any given school year is considered to have dropped out if there is no evidence of their participation in the Alberta learning system in the subsequent school year.	The number of students who have dropped out of school, adjusted for attrition, divided by the number of 14–18-year-old students who were registered in the K-12 system in the previous year.	Education
	3.1c) Proportion of population in a given age group achieving at least a fixed level of proficiency in functional literacy and numeracy skills.	The literacy and numeracy indicator measures the proportion of individuals who have a level of knowledge and skills in reading, writing and mathematics to permit them to fully participate in society.	Number of youths in an age group who have achieved at least a fixed level of proficiency in functional literacy and numeracy, divided by the population of youth in that age group.	Education

Focus area: Post-secondary and adult education

Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
3.2 Adult learning opportunities are accessible and affordable for all Albertans.	3.2a) Total registrations in registered apprenticeship programs, new and continuing.	Total registrations include the number of registrations carried forward from the previous year, new registrations, and reinstatements. Reinstatements are people who had left a program in a previous year and returned to the same program during the reporting period.	The total number of continuing registrations, new registrations, and reinstatements.	Advanced Education
	3.2b) Proportion of students entering adult	Student enrolment in a post-secondary program includes	The number of student enrolments within ten years of	Advanced Education

	education within ten years of entering grade 10.	attending a publicly funded post-secondary institution in Alberta or registering in an Alberta apprenticeship program.	entering grade 10, divided by the population of students entering grade 10. Adjusted for attrition and estimates of students who attend post-secondary outside the province.	
3.3 Adult education, including expanded and strengthened apprenticeship opportunities, ensures Albertans have the skills to get good jobs in the current and future labour market.	3.3a) Proportion of apprentices surveyed between 5 and 18 months after graduation who report being employed.	Employment may include part- or full-time work that is related or unrelated to the apprentices trade.	The number of surveyed apprentices who are employed, divided by the number of surveyed apprentices.	Jobs, Economy, and Innovation
	3.3b) Median employment income five years after graduation from adult learning institutions.	Employment income includes wages and salaries before deductions and net self-employment income. Adult learning institutions include publicly funded post-secondary institutions in Alberta or an Alberta apprenticeship program.	Employment income for the 50 th percentile, measured five years after the date of graduation.	Jobs, Economy, and Innovation
3.4 Alberta's post-secondary students are successful.	3.4a) Proportion of post-secondary student enrolments, by field of study and credential type.	This indicator refers to enrolments by field of study, rather than students. If a student is enrolled in more than one program, then all of their programs are included in the count.	The number of enrolments, by field of study or by credential type, divided by the total number of enrolments.	Advanced Education
	3.4b) Proportion of post-secondary graduates who report	This metric describes the employment rate of recent post-secondary graduates who are in	The number of post-secondary graduates who report being employed part- or full-time two	Jobs, Economy, and Innovation

	being employed approximately two years after graduation.	the labour force and not enrolled as full-time students.	years after graduation, divided by the total number of post-secondary graduates within the previous two years.	
	3.4c) Median employment income five years after graduation from post-secondary institutions.	Employment income includes wages and salaries before deductions and net self-employment income. Adult learning institutions include publicly funded post-secondary institutions in Alberta or an Alberta apprenticeship program.	Employment income for the 50 th percentile, measured five years after the date of graduation.	Jobs, Economy, and Innovation
3.5 Alberta's youth are engaged in education, employment, or training.	3.5a) Proportion of youth aged 15-24 years not in education, employment, or training.	The share of youth not in education, employment or training (also known as "the NEET rate") conveys the number of young persons not in education, employment or training as a percentage of the total youth population.	The total number of youths aged 15-24 years, minus the number of youths in employment, minus the number of youths not in employment but in education or training, divided by the total number of youth aged 15-24 years.	Education, Advanced Education, and Jobs, Economy, and Innovation
3.6 Increased attainment of advanced education by women and underrepresented groups.	3.6a) Post-secondary education attainment rate.	Post-secondary attainment refers to the highest level of schooling completed.	The number of people aged 25 to 64 who had attained a post-secondary certificate, diploma or degree, divided by the total number of people aged 25 to 64 in the population.	Advanced Education
Focus area: Employment				
Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
3.7 All Albertans have equal opportunity for	3.7a) Labour force participation rate.	Labour force participation rate represents the percentage of	The number of persons who are employed and unemployed but	Jobs, Economy, and Innovation

economic participation through the labour market.		Albertans aged 15 to 64 who are either employed or actively seeking employment.	looking for a job divided by the total working-age population	
	3.7b) (Un)employment rate.	The employment rate is the number of employed people as a percentage of the population aged 15 and older. The unemployment rate is the number of unemployed people as a percentage of the labour force (employed and unemployed).	The (un)employment rate for a particular group (age, sex, marital status, etc.) is the number (un)employed in that group expressed as a percentage of the labour force for that group. Estimates are percentages, rounded to the nearest tenth.	Jobs, Economy, and Innovation
3.8 Albertans have access to quality jobs.	3.8a) Proportion of employees earning less than 66% of the median hourly wage for permanent full-time employees.	This indicator measures the percentage and number of employees earning less than two-thirds of the annual median wage.	The number of full-time permanent employees whose hourly wage is less than the median hourly wage multiplied by 0.66, divided by the number of full-time permanent employees.	Jobs, Economy, and Innovation
3.9 Alberta has safe, fair, and healthy workplaces that protect the status of all employees and workers.	3.9a) Proportion of employed Albertans who perceive Alberta workplaces are safe.	The percentage of those surveyed who indicated that their workplace is safe or very safe.	The number of respondents who indicate their workplace is either safe or very safe, divided by the total number of respondents.	Labour and Immigration
3.10 Better gender balance across occupations.	3.10a) Proportion of occupational group who are women.	Occupation refers to the kind of work persons 15 years of age and over were doing during the reference week, as determined by the kind of work reported	The number of women within a given occupational group divided by the number of workers in that occupational group.	Labour and Immigration

		and the description of the most important duties of the job.		
3.11 Increased representation of women and underrepresented groups in senior leadership and senior managements positions.	3.11a) Proportion of leadership roles held by women and other underrepresented groups, by role.	Leadership roles selected include women and other groups elected to local, provincial, and national government, and ministers appointed to provincial and federal cabinet, federal and provincial judges.	The number of women in leadership roles, by role, divided by the total number of workers in the same role.	Culture and Status of Women
	3.11b) Proportion of employees in management positions who are women, by management level.	Provincial data may include types of management position (such as those in the Alberta Public Service classified at an Executive Manager 1 or Executive Manager 2 level, and all departmental senior officials).	The proportion of employment for a particular group (e.g., occupation, sex, or geography) is the number of persons employed in that group expressed as a proportion of total employment.	Culture and Status of Women
3.12 Increased opportunities for women to start and grow their businesses and succeed on a global scale.	3.12a) Proportion of businesses majority-owned by women, by business size.	Majority-owned means at least 51% ownership of a company. Company size is determined by the number of workers employed at a company.	The number of businesses majority-owned by women, by size of business, divided by the total number of businesses of the same size.	Jobs, Economy, and Innovation
Focus area: Income				
Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
3.13 Income inequality is reduced in Alberta.	3.13a) Gini Coefficient.	The Gini coefficient is a number between zero and one that measures the relative degree of	The coefficient would register minimum inequality for a population in which each family or unattached individual	Jobs, Economy, and Innovation

	inequality in the distribution of income.	received exactly the same income and it would register a maximum inequality if one family or unattached individual received all the income and the rest received none.	
3.13b) Median hourly wage.	The hourly wage at which half the population has a higher wage, and half the population has a lower wage.	The annual Consumer Price Index (CPI) value may be used to convert current dollars into constant dollars.	Jobs, Economy, and Innovation
3.13c) Median hourly wage ratio.	The wage ratio can be interpreted as the proportion of a dollar that one group earns for every dollar earned by another group (e.g., women earn for every dollar earned by men).	The gender wage ratio can be subtracted from one and then multiplied by 100, so that it represents the gender gap, that is, how much less women earn than men in percentage terms.	Jobs, Economy, and Innovation
3.13d) Median after-tax income.	This indicator measures the median after-tax income. Median income is the amount that divides the income distribution into two equal groups, half having income above that amount, and half having income below that amount. The concept of income covers income received while a resident of Canada or as relevant for income tax purposes in Canada.	Market income is the sum of earnings (from employment and net self-employment), net investment income, private retirement income, and the items under other income. It is also called income before taxes and transfers. Total income refers to income from all sources including government transfers and before deduction of federal and provincial income taxes. It may also be called income before tax (but after	Treasury Board and Finance

			transfers). After-tax income is total income less income tax.	
	3.13e) Low-income entry/exit rate.	The low-income entry and exit rates describe how Canadian tax filers' low-income status changed from one year to another.	The low-income entry rate is, out of those who were not in low income in the first year, the proportion who entered low income in the second year. The low income exit rate is, out of those who were in low income in the first year, the proportion who exited low income in the second year.	Treasury Board and Finance
3.14 Fewer Albertans experience dimensions of poverty.	3.14a) Average poverty gap in Alberta.	The Average poverty gap indicator measures the average shortfall below Canada's Official Poverty Line for those living in poverty.	The poverty gap ratio can be calculated by using the amount that the family disposable income of a person living in poverty that is below the poverty line, expressed as a percentage of the poverty line.	Treasury Board and Finance
	3.14b) Bottom 40% income share in Alberta.	The indicator measures the share of total after-tax income held by the 40% of the population at the bottom of the income distribution.	The after-tax income is adjusted for household size in order to take into account the economies of scale present in larger households.	Treasury Board and Finance
	3.14c) Deep income poverty in Alberta.	Percentage of individuals whose family disposable income is below 75% of Canada's Official Poverty Line. Canada's Official Poverty Line is formerly known as the market basket measure, which is the cost of a basket of	The number of individuals whose family disposable income is less than Canada's Official Poverty Line multiplied by 0.75, divided by the population.	Treasury Board and Finance

		goods and services that individuals and families require to meet their basic needs and achieve a modest standard of living.		
3.15 More Albertans experience economic resilience.	3.15a) Prevalence of asset resilience.	This indicator reports on the ability to cover unexpected expenses, or reduced income, by drawing from assets (e.g., a bank account) for a period of three months.	A household is asset resilient when it has liquid assets that are at least equal to the after-tax, low-income measure (LIM-AT) for three months.	Treasury Board and Finance
	3.15b) Pension coverage rate.	The pension coverage rate is the proportion of all paid workers covered by an RPP.	The indicator is calculated by combining estimates from the Labour Force Survey and the Pension Plans in Canada program.	Treasury Board and Finance
3.16 Reduced inequities in the quality of life experienced by equity-seeking populations.	3.16a) Assured Income for the Severely Handicapped (AISH) quality-of-life-index.	The index uses four equally weighted components: meeting basic needs, managing health issues, living independently, and getting involved in the community.	N/A.	Community and Social Services
Focus area: Housing				
Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
3.17 Albertans have access to affordable housing.	3.17a) Shelter cost to income ratio.	The proportion of average total income of the household that is spent on shelter costs. Shelter costs include mortgage payments, rent, the cost of electricity, heat, water and	The average monthly shelter costs divided by the average monthly total household income, multiplied by 100.	Treasury Board and Finance

		other municipal services, property taxes, and condominiums fees.		
3.18 Fewer Albertans experience dimensions of poverty.	3.18a) Proportion of households in core housing need.	<p>A household is said to be in 'core housing need' if its housing falls below at least one of the adequacy, affordability or suitability standards and it would have to spend 30% or more of its total before-tax income to pay the median rent of alternative local housing that is acceptable (meets all three housing standards). Housing standards include:</p> <p>Adequate housing is reported by their residents as not requiring any major repairs.</p> <p>Affordable housing has shelter costs equal to less than 30% of total before-tax household income.</p> <p>Suitable housing has enough bedrooms for the size and composition of resident households according to National Occupancy Standard (NOS) requirements.</p>	Number of households in core housing need divided by all households for each category of family households.	Housing and Seniors

3.19 Alberta families and communities thrive through improved supports by strengthening prevention and addressing the root causes of social and economic challenges.	3.19a) Proportion of Housing First clients that have remained housed in the current fiscal year.	The percentage of clients in Housing First programs who have been housed for at least the previous fiscal year.	The number of clients who have been housed for one year or longer, divided by the number of Housing First clients.	Housing and Seniors
	3.19b) Growth rate of people experiencing chronic homelessness	Refers to individuals who are currently experiencing homelessness AND who meet at least one of the following criteria: 1) they have a total of at least 6 months (180 days) of homelessness over the past year; OR 2) they have recurrent experiences of homelessness over the past 3 years, with a cumulative duration of at least 18 months (546 days).	N/A.	Housing and Seniors

Lever of change 4: Improved health

Goal: Create a safe, fair and equitable healthcare system that promotes healing from internalized oppression, privilege, and trauma, and boosts physical, mental, and emotional health.

Focus area: Health outcomes

Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
4.1 Albertans have healthy and satisfying lives.	4.1a) Percentage of Albertans who perceived their mental health as very good to excellent.	Perceived mental health (very good or excellent) is provided as a metric for high psychological well-being for persons aged 12 and over.	The number of respondents who indicate their mental health is “very good” or “excellent” divided by the number of respondents to the question.	Health

	4.1b) Percentage of Albertans who perceived their overall health and social well-being as very good to excellent.	Perceived health refers to the perception of a person’s health in general, either by the person himself or herself, or, in the case of proxy response, by the person responding. Health means not only the absence of disease or injury but also physical, mental and social well-being.	The number of respondents who indicate their overall health and social well-being is “very good” or “excellent” divided by the number of respondents to the question.	Health
4.2 Improved health outcomes for all Albertans.	4.2a) Healthy Alberta Trend Index (HATi): Average number of health risk factors per person aged 20 to 64 years.	This measure is calculated using six self-reported indicators of health behaviours known to be risk factors for health, including life stress, body mass index, fruit and vegetable consumption, physical activity, smoking status and frequency of binge drinking.	N/A.	Health
4.3 Albertans at all stages of life have more years in good health.	4.3a) Health-adjusted life expectancy at birth, at 65 years.	Health-adjusted life expectancy is the number of years in full health that an individual can expect to live from a given age (birth, and age 65), given the current morbidity and mortality conditions. Health-adjusted life expectancy weighs years lived in good health higher than years lived in poor health. Thus, health-adjusted life expectancy is not only a measure of quantity of life	Health-adjusted life expectancy utilizes several different data points, like mortality rates and health status information.	Health

		but also a measure of quality of life.		
4.4 Alberta prevents causes of premature death.	4.4a) Age-standardized mortality rate for selected causes of death.	Age-standardization removes the effects of differences in the age structure of populations among areas and over time. Age-standardized mortality rates show the number of deaths per 1,000 population (or 100,000 population) that would have occurred in a given area if the age structure of the population of that area was the same as the age structure of a specified standard population..	Age-standardized mortality rates require multiple calculations to determine the rate for specific causes of death.	Health
	4.4b) Incidence of selected diseases.	This indicator measures the incidence of 10 selected diseases, including cancer, chronic obstructive pulmonary disease, Creutzfeldt-Jakob, dementia (including Alzheimer’s disease), diabetes, HIV and AIDS, hypertension, ischemic heart disease, Salmonella, and Tuberculosis, and refers to the rate incidence of a specific disease per 100,000 people.	The number of new cases of a specific disease during a specific time period, divided by the population at the start of the time period.	Health

Focus area: Healthcare				
Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
4.5 Albertans have increased access to health care professionals and the mix of professionals that best meets their needs.	4.5a) Proportion of Albertans who had access to a regular health care provider.	A regular health care provider is defined as a health professional that a person sees or talks to when they need care or advice about their health. This can include a family doctor or general practitioner, medical specialist, or nurse practitioner	N/A.	Health
4.6 Albertans have healthy and satisfying lives.	4.6a) Proportion of population with unmet health needs.	This indicator measures the percentage of Albertans that reported that their health care needs were not met during the past 12 months.	The number of respondents who indicated they have needed healthcare in the past 12 months but not received it divided by the number of respondents.	Health
4.7 Albertans are supported by accessible and coordinated mental health and addiction services.	4.7a) Emergency department visits where a mental health issue was identified for the first time in the past two years.	The number of emergency department visits where the patient had received no mental health services from a physician, or in a hospital or emergency department in the two years prior.	N/A.	Health
	4.7b) Emergency visit rate due to substance use per 100,000 people.	The number of emergency visits do you alcohol or substance use, expressed per 100,000 population.	N/A.	Health

Focus area: Wellness				
Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
4.8 Albertans adopt healthy behaviours.	4.8a) Prevalence of harmful alcohol use.	Harmful alcohol use or heavy drinking refers to males who reported having 5 or more drinks, or women who reported having 4 or more drinks, on one occasion, at least once a month in the past year.	N/A.	Health
	4.8b) Proportion of Albertans who use tobacco.	The percentage of the population who report using tobacco daily or occasionally.	The number of respondents who report using tobacco “daily” or “occasionally” divided by the number of respondents.	Health
	4.8c) Proportion of Albertans who report eating fruits and vegetables 5 or more times per day.	This includes fresh fruits and vegetables as well as pure fruit juice, frozen or canned fruits and vegetables, and dried fruit, but excludes fried potatoes.	The number of respondents who indicate eating fruits and/or vegetables at least five times per day in the past 30 days, divided by the number of respondents.	Health
4.9 Fewer Albertans experience dimensions of poverty.	4.9a) Proportion of Albertans who are food insecure.	This indicator measures the percentage of Canadians that do not have enough money to purchase or access a sufficient amount and variety of food to live a healthy lifestyle.	The number of respondents who were marginally, moderately, or severely food insecure in the past 12 months, divided by the number of respondents.	Health
4.10 Albertans enjoy improved health and wellness and strong	4.10a) Proportion of Albertans that	This indicator describes the percent of the population indicating they regularly	The number of people who participate in a sport at least	Health

<p>communities through recreation, active living and sport.</p>	<p>participated regularly in sport.</p>	<p>participated in any sport in the past 12 months. Sport is defined as activities which involve training and competition with some level of physical intensity or organization.</p>	<p>twice per month in a season for a certain period of the year, divided by the population.</p>	
	<p>4.10b) Proportion of adult Albertans who are physically active enough to experience health benefits.</p>	<p>Physical activity that is high enough to experience health benefits is measured using METs. This includes the percentage of men who expended at least 38 METs per week, and women who expended at least 35 METs per week. A MET is the ratio of energy expended in kilocalories, divided by resting energy expenditure in kilocalories. A MET of 1 is a resting metabolic rate, whereas 2 METs is equal to an intensity twice that of a resting metabolic rate.</p>	<p>The frequency per week of strenuous, moderate, or light activity are multiplied by their estimated MET value (9, 5, 3, respectively). The number of men with 38 METs or higher plus the number of women with 35 METs or higher, divided by the population.</p>	<p>Health</p>
	<p>4.10c) Percentage of Albertans who are active or moderately active in their leisure time.</p>	<p>Physical activity is based on responses to questions about the frequency, nature and duration of participation in leisure time physical activity in the last three months by the population aged 12 or older.</p>	<p>For each leisure-time physical activity reported, an average daily energy expenditure is calculated by multiplying the number of times the activity was performed by the average duration of the activity by the energy cost (kilocalories per kilogram of body weight per hour). The index is calculated as</p>	<p>Health</p>

			the sum of the average daily energy expenditures of all activities.	
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Lever of change 5: Systems of sorrow reform

Goal: Reform the child welfare and the criminal justice systems to minimize exposure to violence, oppression, and suffering, and promote safety, dignity, and justice.

Focus area: Child welfare				
Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
5.1 Children and youth are protected.	5.1a) Proportion of children receiving child intervention services.	Intervention services are provided when there are concerns that a child is being neglected or abused by their parent or guardian. A child is included in the counts if they received services through Initial Assessment, Child Intervention or Post-Intervention Supports during a fiscal year.	The number of children in an area receiving child intervention services, divided by the population of children in an area.	Children's Services
	5.2b) Proportion of children in-care placed in family-based care.	The percentage of children in-care who are placed with family members rather than alternative placements.	The number of children in-care placed into family-based care, divided by the number of children in-care.	Children's Services
Focus area: Criminal justice				
Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
	5.2a) Proportion of Albertans satisfied with	N/A.	N/A.	Justice and Solicitor General

5.2 Albertans feel their communities are safe, secure, and resilient.	policing in Alberta over the past 12 months.			
	5.2b) Proportion of victims satisfied with services provided by employees and volunteers within the criminal justice system.	N/A.	N/A.	Justice and Solicitor General
5.3 The criminal justice system is responsive and accountable.	5.3a) Proportion of sexual assaults reported to police that are deemed "unfounded".	For a criminal incident to be considered unfounded, it must be determined through police investigation that the offence reported did not occur, nor was it attempted.	The number of sexual assaults reported to police that are coded as unfounded, divided by the total number of sexual assaults reported to police.	Justice and Solicitor General
5.4 Albertans are safe and protected.	5.4a) Proportion of probation officers trained in the effective intervention techniques derived from evidence-based principles.	N/A.	N/A.	Justice and Solicitor General

Lever of change 6: Technology for non-violence and equity

Goal: Invest into technological inclusion and safety, including prevention of technology facilitated violence.

Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
6.1 Albertans have access to modern and sustainable technology infrastructure.	6.1a) Proportion of Albertans that have access to the latest generally deployed mobile wireless technology.	This indicator measures the availability of the latest generally deployed mobile wireless technology, such as HSPA+, LTE and LTE -A and 5G.	N/A.	Jobs, Economy, and Innovation
	6.1b) Proportion of households that have access to broadband Internet service at speeds of 50/10 Mbps.	This indicator measures the proportion of households that have access to broadband internet service at speeds of 50 Mbps for downloads / 10 Mbps for uploads and unlimited data.	N/A.	Jobs, Economy, and Innovation

Lever of change 7. Laws and policies that promote non-violence and equity

Goal: Amend the provincial laws and policies related to domestic and sexual violence prevention to promote safety, equity, dignity, and justice for all.

Outcome statement	Performance indicator	Indicator description	Indicator calculation	Ministry responsible
7.1 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.	7.1a) Labour share of GDP.	Labour share of Gross Domestic Product (GDP) is the total compensation of employees and the labour income of the self-employed given as a percent of GDP, which is a measure of total output.	Total compensation of employees plus the labour income of the self-employed, divided by gross domestic product, multiplied by 100.	Labour and Immigration, Treasury Board and Finance.

Lever of change 8. Data and evaluation for non-violence and equity

Goal: Establish a comprehensive data collection and evaluation system to better understand patterns of domestic and sexual and formulate evidence-based prevention strategies.

Outcome statement	Output performance indicator	Indicator description	Indicator calculation	Ministry responsible
8.1 Strengthened capacity of the GoA to advance legislation, policies and programs that promote gender equality.	8.1a) Number of Centres of Responsibility for GBA+ in Government of Alberta.	N/A.	N/A.	Executive Council
	8.1b) Number of GBA+ training sessions delivered within Alberta Public Service.	N/A.	N/A.	Executive Council
	8.1c) Number of Government of Alberta staff who attended GBA+ training sessions.	N/A.	N/A.	Executive Council
	8.1d) Percentage of publicly released Government of Alberta policy frameworks and strategies that include gender-based analysis.	N/A.	N/A.	Executive Council

Appendix 2: Government of Alberta data request

Area	Outcomes	Indicators	Currently collected (Y/N)	Data sources	Location of publicly available data	Data collection method	Frequency	Responsible ministry
	<i>The change that is expected to be achieved</i>	<i>Performance indicators</i>	<i>Is the indicator currently being collected?</i>	<i>Who/ what provides data?</i>	<i>If the data is publicly available, please include the link to it.</i>	<i>Surveys, program logs and other official records, interviews, observations, etc.</i>	<i>How often is the data collected?</i>	<i>Who collects the data?</i>
Employment								
Wage								
Workplace Accommodation								
Childcare								
Education and Vocational Training								
Civic Participation and Leadership								
Income supports								
Healthcare inclusion of women, racialized groups, LGBTQIA+ populations, people with								

disabilities, homeless people, seniors, and rural populations								
Safety from violence of women, racialized groups, LGBTQIA+ populations, people with disabilities, homeless people, seniors, and rural populations								
Housing								
Homelessness								
Transit								
Infrastructure accessibility								
Food and nutrition security								
Climate change resilience								
Criminal Justice System Responsiveness								
Media, Sport and Entertainment								

Access to technology and digital services								
Women's rights								
Rights of racialized groups								
Rights of 2SLGBTQIA+ populations								
Rights of people with disabilities								
Rights of homeless people								
Rights of seniors								
Rights of residents of rural and remote communities								

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