WHAT IS VITAL SIGNS?

Edmonton Vital Signs is an annual check-up conducted by Edmonton Community Foundation, in partnership with Edmonton Social Planning Council, to measure how the community is doing. We also focus on individual issues, Vital Topics, that are timely and important to Edmonton. This year our topic is millennials.

Each of these topics appear in an issue of Legacy in Action throughout 2020, and are also presented here - the full issue of Vital Signs.

WHO ARE THE MILLENNIALS?

ALPHA GENERATION
The youngest generation, born 2011 to present

Millenial
(Gen Y)

GENERATION X
( Gen X)

BABY BOOMER
(Boomers)
Born between 1946 & 1964.

THE SILENT GENERATION
Born in 1945 or earlier.

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What is a Gig Economy?

- Part-time or contract jobs that are needed to make ends meet
- Millennials often affected as they have less work experience for the jobs available.

HOUSING

According to Abacusdata among Canadian millennials in 2019:

- 27% Own the homes they live in
- 40% Rent
- 33% Live with their parents

Top 2 reasons millennials are living with their parents:

FINANCIAL - low wages, looking for stable employment, and saving for a house
CULTURAL - it is expected of them or to help with family obligations.

HOUSING AFFORDABILITY

According to the Canada Mortgage and Housing Corporation (CMHC) affordability rates are not spending more than 36% of pretax income on housing. In order for the average home to be affordable:

- Average home prices would need to fall by one-fifth ($76,000) or more
- Average home prices would need to fall by one-fifth ($76,000) or more
- Millennials have the highest debt to after-tax income ratio of all age groups.

A GENERATIONAL COMPARISON OF HOMEOWNERSHIP AND MORTGAGE DEBT:

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<thead>
<tr>
<th>Generation</th>
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Public Spending

SINCE 1996 Government investment per person has grown 4.2 times faster for seniors than for those under the age of 45.

- Social spending for seniors grew 6% faster than economic growth, but for those under age 45 grew 23% slower than economic growth.

NET WORTH

Millennials have the highest debt to after-tax income ratio among the generations measured at any point in their life, at 216%. This is more than 1.5 times young Gen Xers and 2.1 times more than young Boomers.

- While millennials were relatively more indebted, their assets yield a stronger outcome in overall net worth.

According to a Millennial Institute study, millennials are better off financially than their parents were at the same age, only 4% for Millennials.

Child Care

According to a Canadian Centre for Policy Alternatives, Edmonton’s median monthly childcare costs (2019):

- $835 per school age
- $975 infant

Millennial Spending Habits

- Time is a commodity.
- 43 fewer trips to the store per year than the average Canadian household.
- More trips to restaurants than other age cohorts.
- Buy more prepared foods than Boomers.
- 75% link online to make purchasing decisions, compared to 6% of Boomers.
- 36% more likely to consider socially responsible or environmentally friendly products.
- 74% more likely to consider organic than the average shopper.

42% of Millennials are worried they’ll never be debt-free.

It’s not about Avocado Toast

Millenials have been widely criticized for spending their money on things like lattes and avocado toast. Cutting out a latte will not change the fact that costs are increasing, and jobs are not only difficult to find, but are often short term or contract.

Generally, this cohort;
- is working and studying more to have less.
- They experience a higher amount of job and organization changes than previous generations.
- Millennials indicate a strong preference for work-life balance.
- Millennials are working in a business that has ethical business practices.

According to a 2019 Credit Karma report, the average student loan debt in Alberta is $14,472.

POST-SECONDARY EDUCATION COSTS

- The average cost of tuition in Canada (mainly books, supplies, travel) is $5,800 per year.
- Some programs could cost up to $22,000 per year.
- Tuition fees increased 3.1% for undergraduate programs in 2017/2018.
- As of Jan. 1, 2012, Alberta post-secondary will be allowed to raise tuition in individual programs by 20% over the next 3 years.

STUDENT AID

- As of March 31, 2018, approximately 36% needed to access Alberta’s Repayment Assistance Plan (RAP).
- On average, Alberta student loan borrowers repay their loans within nine years.
- According to a 2017 survey of Alberta student loan borrowers, 4% of their monthly income is used for Alberta student loan payments.

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**POLITICAL ACTIVISM**

According to the latest municipal census, **MORE THAN 1 IN 4 EDMONTONIANS ARE MILLENNIALS.**

They carry more political voting power in Edmonton than the baby boomers and the silent generation combined. More millennials are now eligible to vote in Canada than baby boomers. Canadian youth have typically voted in lower numbers than other age groups. But, in the 2015 federal election, a record 57% of all eligible youth voters turned out.

**BARRIERS TO VOTING**

According to the 2015 National Youth Survey of those aged 18-24 (millenials at the time of the survey), two major barriers that prevented youth from voting were motivation and access. Compared to older voters, Canadian youth:

- are less interested in Canadian politics
- feel less strongly that voting will make a difference and believe that the government does not care what they think
- tend to see voting as a choice rather than a duty

They also discovered that millennials:

- are more likely to receive a voter information card
- more likely aware of the ways to register and vote
- perceive the voting process as too difficult (e.g., getting to the polls, proving their identity)

**PHILANTHROPY**

Canadian millennials contributed 15% of all money donated in 2017. The same percentage as in 2013. Historically, most donors are people middle-aged or older. For millennials, the demands of building a career and raising a family often leave little disposable income for philanthropy.

**Who makes contributions to causes?**

According to the latest municipal census, **MORE THAN 1 IN 4 EDMONTONIANS ARE MILLENNIALS.**

**Volunteering**

According to a report from Volunteer Connect:

- The typical volunteer in Edmonton would be:
  - early 30s, big-city dweller, born in Canada (or very recently immigrated to Canada),
  - volunteers about three times per month, involved with a cause/issue in the past 12 months,
  - interested in using and building their skills,
  - 71% of volunteers want flexible volunteer activities on their own schedule,
  - Edmonton (and other urban) volunteers report the number one barrier they support.

**How millennials give**

According to Environics Survey of Canadian Millennial Social Values:

- 81% are confident that whatever actions they take will lead to improvements.
- Millennials care about social issues. Millennials are more likely than the average share of others who don’t look like them, speak the same language, have the same education, or come from the same background — perhaps because of their high level of diversity.
- Millennials are passionate about issues, not institutions or politicians. Millennials express little trust in the government’s ability to address key issues and are impatient with politics, but they still willingly contact their political representatives and vote.
- Millennials value collective action and networks and are often influenced by their peers.
- Millennials use far more likely to become involved if their peers are already doing so. With their collective voice, they address social issues.

**Define Terms**

- **ACTIVISM** – Self-identified activism is more likely to contact their representatives and/or take part in marches/rallies than to use social media for cause support.
- **ENGAGEMENT** – Involvement in society, community, and beyond that helps shape what you want to see in the world.
- **ADVOCACY** – Support of an issue including actions taken to further the cause such as raising awareness, voting, and other actions of support.
- **POLITICAL ACTIVISM** – Millennials value collective action and networks and are often influenced by their peers. Millennials use far more likely to become involved if their peers are already doing so. With their collective voice, they address social issues.
For the purposes of this document these terms are defined as:
DIGITAL NATIVE describes a person who has grown up in the digital age.
DIGITAL IMMIGRANT having acquired familiarity with digital systems

What it means to be a DIGITAL NATIVE
Millenials learned about the world through computers – Google searches instead of encyclopedias, and email instead of Canada Post.
Millenial children could surf the internet and its wealth of knowledge all on their own but were only a phone call away from parents.

According to the 2017 Mobile Apps Report, millennials are:
• 3X more likely to be excited about new apps than are older generations.
• Likely to make an app purchase (70%) compared to 21% for ages 55+
• 76% more likely to say apps are ‘useless’ without apps.

SOCIAL MEDIA INFLUENCERS are people who have built reputations based on their expertise on a particular topic and who can influence followers to buy products or services by promoting or recommending them on their social media channel(s).
• This is a recognized occupation by Revenue Canada.
• They now represent families and the primary source of fashion recommendations.

There’s an App for that
According to Statistics Canada (2016), 94% of 15- to 34-year-olds own a Smartphone.

SOCIAL NETWORKING (69%)
• 36.4% were from Edmonton.
• As of April 29, the app had 45,000 subscribers.
• Of 15-to 34-year-olds own a Smartphone.

DIGITAL NATIVE describe a person who has grown up in the digital age.
Using, or plan to use, banking apps as their main banking method.
53% of millennials use cash fewer than 1 in 5 millennials have used their phone to deposit a cheque.

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Characteristics
• Digital natives – smartphones and computers are second nature.
• Equatorial attitudes (raised in a very ethics-driven time, after the legalization of same-sex marriage).
• Economically challenged (high rates of debt – tuition, housing costs, childcare – and volatile economy).
• Time is a commodity – they want convenience and will spend money to save time.
• Sharing is important: whether on social media or sharing experiences with other millennials.

Behaviours
• Willing to splurge on some things in order to splurge on a unique experience.
• Digital natives that prefer to order by app or online rather than shop or phone.
• Want customization (one size does not fit all).
• Seek unique experiences.
• Lean towards ethical (green) choices.

Travel
Millennials are seeking authentic experiences and are willing to pay for experiences that help them to splurge on an experience. They value travel as an essential part of their lives but cannot afford large, expensive trips.

• They like to order online and do their research for the best choices.
• Canadian millennials travel more micro-trips – several smaller trips per year.

Economics

Share Economy
The share economy thrives when goods and services are expensive, but incomes are low. Sharing a car, home, or other goods and services is being embraced by millennials. It is usually facilitated by digital platforms and mobile applications.

Global revenues from the share economy are expected to reach $335B by 2025.

• Millennials are more likely to be providers in the share economy (See also: gig economy).

MICROMOBILITY refers to programs such as bike-share or electric scooters which allows the users rent for only a single trip.

• Rental scooters are activated via mobile apps which change a fee to unlock them and an additional fee per minute after.
• According to the scooter rental company (i.e., 75% of their users were male, 70% were under 30 for commuting).

As of July 20, 2019, there were 1,921 e-scooters on the streets of Edmonton.

Second-hand Economy
• 88% of those under 45 years of age participate in the second-hand economy.

• In 2018 the second-hand economy was worth $32B.
• 84% of Albertans participate.
• Clothing, shoes, and accessories accounted for 10% of the second-hand economy in Canada.

Gig Economy
The gig economy is freelance work or “gig work” – it is growing amongst millennials due to the lack of well-paying, consistent work. The gig economy is made up largely of millennials trying to make ends meet or enhancing their income from these jobs are virtual (Instagram, Youtube, Ely, etc).

Eating
Millennials want unique experiences (food as an event), but also want convenience and value. When they take time to ‘dine’ it needs to include others or be social. They prioritize local (ethical) over fast food.

Millenials are the largest category of food service spenders in Canada.

• They are driving third-party delivery and mobile payments.

• More than 40% of Canadians based their restaurant decision on whether there is free Wi-Fi.

71% of millennials order food or beverages from a restaurant once a week or more.

• Millennials prioritize environmental stewardship and social responsibility in their restaurant choices.

Dining
Millenials treat alcohol as an experience. They want to know the story behind the drink, find unique flavours, support local, and have something to share. Overall, they are drinking less in volume.

Beverages

Alcohol
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LOCAL, CRAFT BEERS
• According to Statistics, those aged 18 to 24 consumed 36.7% of the beer in Alberta.
• Local Alberta beer currently licensed, a jump from 18 in 2014.

Spirits

Craft distilling has grown at an annual rate of 30%.

• 38.7% of the beer in Alberta.

Coffee

Millenials love coffee and they are willing to pay more for gourmet products.

• 78% of coffee consumed by millennials is considered gourmet – cold brew, nitro, or flavored – and ethically sourced.

• 34% of millennials factor in the cost of coffee to their decision-making process.

• And thus they loyalty programs and mobile apps. The Coffee Association of Canada reported 16% of coffee drinkers used a loyalty card in 2016, while 7% of respondents ordered coffee through an app.

FROZEN FOODS
Gourmet frozen foods are on the rise with millennials for quick, affordable meals for families.

• 43% of millennials shop frozen food and spend 6% more per shopping trip for frozen foods than other cohorts.

• In Canada, frozen food is now ranked #2 at $4.4B and growing.

• Family-size portions are outpacing, single-serve portions.

Shopping Habits

Millenials shop online for convenience and value. This trend is changing the landscape for brick and mortar business.

In 2018:
• More than 60% of Canadians shopped online.
• 86% of interest most in 25 to 34 year olds shopped online, while only 64% of internet users 65 years of age or older did so.

Hypershoppers
(affluent, educated, diverse and most likely millennial and female) account for 48% of all online purchases.

• Since the beginning of the COVID-19 Pandemic, online revenue has doubled. We may not see Canadians going back to stores in the same way.

Influencers

• Millennials are more likely to try a product, service, restaurant or brand if another millennial was recommended to them. “Influencer” is a Revenue Canada recognized occupation.

• Nearly three-quarters (72%) of all millennials and Gen Xers follow influencers on social media.

• 56% of millennials say they trust influencers.

Food Service Delivery
• According to Abacus Data, 60% of millennials had used third-party food delivery apps such as UberEats and Skip the Dishes to order meals each month.

• In 2018, food service orders made online, through websites and mobile apps, totaled more than $4.3B in sales (a 44% increase from 2017).

Food Choices

Those age 18 to 29 are:
• More three times more likely to identify as a vegetarian, compared to age 45+.

• Twice as likely as Boomers or the Silent Generation to identify as vegan.

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Seltzers & Carbonated Water

Many millennials have turned to seltzers and flavoured sparkling water as a healthy alternative to sugary carbonated drinks.

• Millennials prefer gourmet Republic.

• Carbonated bottled water sales has grown 21%.

Houseplants

Houseplants are big business for millennials who are delaying having children until they have some financial stability. They allow them to travel and still have something to nurture.

• Garden-tainment: Millennials are finding new, urban ways to enjoy the garden with friends and family by transforming outdoor spaces into entertaining spaces.

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Overall plant sales increased by eight percent per $1.5B from 2013 to 2018.

Sources for these statistics are available at ecfoundation.org
City of Edmonton

According to the municipal census, the population in 2019 was 972,223, increasing by 72,776 since 2016. Edmonton’s median age of 36.3 years makes it the youngest city in Canada.

EDMONTON CENSUS METROPOLITAN AREA (CMA)
- HAS A POPULATION OF 1,321,425
- IS THE FIFTH-LARGEST URBAN CENTRE IN THE COUNTRY.
- IS THE THIRD FASTEST IN POPULATION GROWTH OVER THE LAST 20 YEARS.
- POPULATION HAS GROWN BY 13.6% BETWEEN 2011 AND 2016, SECOND ONLY TO CALGARY (14%).

Where each generation lives in Edmonton

Alpha Generation
(Age 0-9)
11.8% Ward 2
North West Edmonton/Calder
10.9% Ward 12
South East Edmonton/Meadows/Ellerslie
9.2% Ward 4
North East Edmonton/McCain

Generation X
(Age 40-54)
12.6% Ward 9
South Central Edmonton/Riverbend/Terreillegar
12.2% Ward 12
South East Edmonton/Meadows
8.7% Ward 5
South West Edmonton/Hampstons

iGen
(Age 10-24)
13.5% Ward 2
North West Edmonton/Meadows/Ellerslie
12.2% Ward 9
South Central Edmonton/Riverbend/Terreillegar
12.5% Ward 12
South East Edmonton/Meadows

Millennials
(Age 25-39)
12.6% Ward 9
South Central Edmonton/Riverbend/Terreillegar
12.2% Ward 12
South East Edmonton/Meadows
8.7% Ward 5
South West Edmonton/Hampstons

Boomers
(Age 55-69)
6.2% Ward 9
South Central Edmonton/Riverbend/Terreillegar
5.7% Ward 10
Central South Edmonton/Malmo/Duggan
5.6% Ward 11
East South Edmonton/Wolse/Millwoods

Silent Generation
(Age 70-84)
4.1% Ward 10
Central South Edmonton/Malmo/Duggan
3.24% Ward 1
West Edmonton/Lewis Farms/Destwold
3.23% Ward 9
Central South Edmonton/Riverbend/Terreillegar

Education

Three-year high school completion rate
Edmonton Catholic School Board 2019 - 86.5%
Edmonton Public School Board 2019 - 75.1%

Provincial completion rate was 79.1%.

Post-Secondary Institutions
- In 2018-2019 there were approximately 103,942 students enrolled in Edmonton-based post-secondary institutions.
- Average tuition fees in Alberta for a Canadian undergraduate student - 2019/2020 school year were $5,714. The national average of $5,463.
- Alberta is the only province or territory which saw its average tuition costs decrease between the 2015-2020, falling from $5,739 to $5,714.
- This is likely to change following the lifting of tuition freezes and increased provincial funding for post-secondary institutions.

Newcomers

Immigration is a large reason why Edmonton is Canada’s youngest, and also one of the fastest-growing cities.
- Immigrants make up more than a quarter of Edmonton’s workforce.
- The majority of immigrants to Edmonton are Asian-born (55.1%), followed by Europe (21.3%), Africa (12.1%), and the Americas (10.2%).

LANGUAGE
- As of 2016, Edmontonians spoke more than 177 mother tongues, including 34 Aboriginal languages.
- After English, Tagalog is the language most often spoken at home in Edmonton.

CANADA’S OFFICIAL LANGUAGES
- 93,168 Edmontonians speak both English and French.
- 1,785 speak only French.
- 30,650 Edmontonians speak neither English nor French.

IN A 2020 LEGER SURVEY 84% of Edmontonians agree that Edmonton is a culturally diverse city.

Sources for these statistics are available at ecfoundation.org
Economically Outlook

EMPLOYMENT
- Edmonton’s unemployment rate climbed to 15% in July 2020 (down from 15.7% in July 2020) significantly higher than July 2019 at 7.5%.
- As of July 2020, Alberta’s unemployment rate of 12.8% was the second-highest in the country, after Newfoundland and Labrador at 15.5%.

THE COVID-19 EFFECT
- April 2020 saw Edmonton’s largest loss in employment since the data became available in 2001, and Canada’s largest loss since 1979.
- Edmonton also lost 114,100 jobs in that same period.
- 74,000 individuals left the labour force entirely, buffering an even sharper increase in unemployment.

ALBERTA JOBS BY SECTOR 2019
The total number of jobs in Alberta for 2019 was 2,943,000.

INFLATION
Inflation in Edmonton increased by 1.7% in 2019.
- In light of faltering oil prices and the COVID-19 pandemic, inflation is not expected to exceed 2% for several years.

LIVING WAGE
The living wage is defined as “the hourly wage that a primary income earner must make to provide for themselves, their families, and reach basic financial security.”

The 2019 living wage was $16.51/hour.
- A slight increase from $16.40/hour in 2018.
- Alberta’s current minimum wage is $15/hr and $13/hr for workers under the age of 18.

EDMONTON HAS THE THIRD HIGHEST LIVING WAGE IN ALBERTA.

Affordable Housing
- As of 2017, only 200 of the 1,000 affordable housing units that were called for in the 2009 Plan to End and Prevent Homelessness had been built.
- The City of Edmonton estimates that an additional 50,000 affordable housing units are needed to meet the city's demands.
- It is likely that those efforts will only be further complicated by the fallout from COVID-19 and plummeting oil prices.

RENTING
- Average rent for a two-bedroom apartment in 2019:
  - Edmonton: $1,377
- National average: $1,577
- 2019 vacancy rate: 4.8% (5.3% in 2018)

INCREASED DEMAND
- 2019 saw 2,389 units added to Edmonton’s overall rental universe, but due to strong population growth, demand still outstripped supply.
- Tenant turnover rate decreased to 25.4% in October 2019 (32.5% October 2018).
- Family-sized rentals (3 or more bedrooms) increased by 1.6%.
- more than any other unit type.
- and had the lowest vacancy rates at 3.5%.

HOMEOWNERSHIP
- The average residential home price in Edmonton: $386,754 (2019).
- 6,005 housing starts in 2019 (a 7.4% increase from 2018).

AFFORDABILITY
Edmonton is the most affordable of the major cities for homeownership. Edmonton’s homeownership rate is 65%, which is second only Calgary at 73%.

TRAFFIC COLLISIONS
- In 2019, The City of Edmonton committed to Vision Zero with the goal of reducing zero traffic-related fatalities or serious injuries.
- Edmonton is currently on track to reach that goal by 2022.
- Since 2015, there has been a 5% decrease in traffic-related fatalities and a 30% decrease in serious injuries.

Traffic LRT use has increased 113% from 2008 to 2019.
- The top causes for collisions (2019):
  - Tailgating.
  - Running lights at the cross of another vehicle.
  - Failing to yield to a pedestrian.
  - Not observing traffic signals.
  - Losing control of the vehicle.

Homelessness
Did you know?
- In 2009, the City of Edmonton announced Edmonton’s 10 Year Plan to End Homelessness.

Homelessness
- Since 2003 the homeless population has decreased by 37%, despite the city’s population increasing by more than 200,000 people in the same time period.

The COVID-19 Effect
The pandemic has not significantly affected the number experiencing homelessness.

Sources for these statistics are available at edfoundation.org
Prejudice & Discrimination

69% of Edmontonians agree Indigenous people often face discrimination.

60% agree visible minorities face face discrimination, and 57% agree refugees often face discrimination in Edmonton.

Alberta Human Rights Commission

In 2018-19 there were 2,539 open complaints. The top five grounds cited in complaints were:

- PHYSICAL DISABILITY (29%)
- RACE/COLOUR (8%)
- MENTAL DISABILITY (28%)
- ANCESTRY/ETHNIC ORIGIN (6%)

60% of these were in the area of employment practices.

Drug Use

Opioids

68% of opioid-related deaths in Edmonton in 2019 occurred in the individual’s home address.

Cannabis

- From October 2018 (when legalized) to September 2019, total retail sales at Alberta cannabis stores opened in January 2019. The day hospital allows acutely-ill mental health patients to receive treatment seven days a week, while still being able to remain in their homes and not be hospitalized.

Crime & Policing

87% of Edmontonians feel safe in their home.

73% feel safe in their community.

72% feel safe in Edmonton.

The Crime Severity Index is a measure weighing the volume of criminal incidents and the relative severity of these incidents. According to EPS, Edmonton ended 2018 with a crime severity index of 128.6.

The national crime severity index in 2018 was 75. Among Canada’s largest 25 cities, Edmonton had the third highest crime severity index.

Eps Targets

Crime (from 2018)

- 2.2% decrease in the crime severity index
- 1.2% decrease in violent crime victimization
- 2.4% per 1,000 population for traffic injury civilians

Eps Targets (from 2019)

- 1.4% decrease in outstanding criminal warrants. Hiring
- 642 total EPS applicants, 1% increase from 2018.
- Percent of sworn female applicants and hires: 31% of sworn hires were female in 2019.
- 31% of sworn hires in 2019 were female (a 27.7% increase from 2013).
- 26.4% of sworn hires were from Indigenous or racialized communities.

Complaints

- 44 of 222 investigations completed by EPS’s Professional Standards Branch were proven to involve public mischief.
- 24 complaints per 100 officers, which is a 4.7% reduction from 2018.

Census

Top Five Grounds Cited in Complaints

- BEREAVEMENT OR LOSS
- DOMESTIC OR SENIORS’ ABUSE
- RELATIONSHIPS
- LONELINESS

- As of March 2019, Alberta Health Services had 3,772 beds dedicated to mental health and addiction, a 2.4% increase from March 2018.

- The Edmonton Zone Mental Health Day Hospital opened in January 2019. The hospital acutely ill 46 mental health patients to receive treatment seven days a week, while still being able to remain in their homes and not be hospitalized.

- According to EPS, Edmonton ended 2018 with a crime severity index of 128.6. The national crime severity index in 2018 was 75. Among Canada’s largest 25 cities, Edmonton had the third highest crime severity index.

- EPS Targets: 2.2% decrease in the crime severity index. 1.2% decrease in violent crime victimization. 2.4% per 1,000 population for traffic injury civilians.

- Edmonton averaged 576 unique visitors per period.

- There were a total of 92,946 SCS overdose deaths and disease transmission.

- Woodcroft East (11 deaths).

- Bonnie Doon (17 deaths), and Eastwood (44 deaths).

- Neighbourhoods in Edmonton with the highest number of drug overdose deaths: Woodcroft East (11 deaths).

- 87% of Edmontonians feel safe in their home.

- 73% feel safe in their community.

- 72% feel safe in Edmonton.

- The Crime Severity Index is a measure weighing the volume of criminal incidents and the relative severity of these incidents. According to EPS, Edmonton ended 2018 with a crime severity index of 128.6.

- The national crime severity index in 2018 was 75. Among Canada’s largest 25 cities, Edmonton had the third highest crime severity index.

- EPS Targets: 2.2% decrease in the crime severity index. 1.2% decrease in violent crime victimization. 2.4% per 1,000 population for traffic injury civilians. Below target but still part of a decreasing trend. 3.1% decrease in outstanding criminal warrants. Hiring: 642 total EPS applicants, 1% increase from 2018. Percent of sworn female applicants and hires: 31% of sworn hires were female in 2019. 31% of sworn hires in 2019 were female (a 27.7% increase from 2013). 26.4% of sworn hires were from Indigenous or racialized communities.

- Complaints: 44 of 222 investigations completed by EPS’s Professional Standards Branch were proven to involve public mischief. 24 complaints per 100 officers, which is a 4.7% reduction from 2018.