

### Options Related to the Establishment of a Women's Bureau (Environmental Scan – Canadian Municipalities)

Municipality	How initiatives got underway	Process for developing initiatives	Status, Objectives and Outcomes	Costs and Funding
Vancouver	<p>The City approved a Gender Equality Strategy in 2005.</p> <p>In April 2016, recognizing that the Strategy was needed to be refreshed in order to respond to changing local, provincial and national context, Council approved a motion "Because it's 2016: Action on Gender Equality" directing staff to work with the Women's Advisory Committee to review the 2005 Gender Equality Strategy and update it, with consideration of successful approaches and the national/provincial context, and integration of more recently adopted City of Vancouver policies, such as Healthy City.</p> <p>This review also enabled staff to incorporate learnings from the implementation of the 2005 strategy: objectives and actions need clear</p>	<p>Approximately two-year process, including:</p> <ul style="list-style-type: none"> <li>• Best practice research</li> <li>• Public survey and public forum, supported by the City's corporate communications team.</li> <li>• Consultations with the Women's Advisory Committee, subject matter experts and community organizations</li> <li>• Internal meetings with departmental teams whose work directly relates the five priority areas of the strategy to gain further input and ensure alignment with related work priorities</li> <li>• Work to align the strategy with the</li> </ul>	<p>Status: Renewed strategy – Vancouver: A City for All Women, Women's Equity Strategy 2018-2028 – approved by Council on January 16, 2018</p> <p>Objectives: There are 18 actions identified throughout phase 1 (2018-2019). Staff will be reporting back to Council on progress by the end of 2019 or early 2020. Objectives are internally-focused and community-facing:</p> <ul style="list-style-type: none"> <li>• Applying an intersectional lens to strengthen City processes and inform decision-making. Objective: In 2018, an intersectional framework will be established for City departments. The intersectional lens to be used by the City of Vancouver will be developed in-house. Training on the applicability of the lens to senior staff is to be done by Status of Women Canada using Gender-Based Analysis Plus (GBA+)</li> <li>• Safety, including violence against women. Objective: by 2025, women's sense of safety will be increased by 10%.</li> <li>• Safe and affordable housing. Objective: 72,000 new homes for</li> </ul>	<p>To date, the work has been done within existing budget lines and mostly by City staff. Best practice research and survey analysis was supported by a temporary part-time external consultant, secured with one-time funding.</p>

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	leadership and ownership, and regular reporting would enable a better tracking of progress.	<p>City's vision of a Healthy City for All, which builds on the WHO's emphasis on international health promotion through a social determinants of health framework</p> <p>The Women's Advisory Committee worked closely and iteratively with staff throughout the development of the strategy, and provided external subject matter review and analysis.</p>	<p>renters, families and vulnerable residents over the next 10 years. (Aligns with existing Housing Vancouver Strategy Targets)</p> <ul style="list-style-type: none"> <li>• Childcare. Objective: By the end of 2018, 1,000 new childcare spaces will be added from the 2015 baseline. (Aligns with Healthy City Action Plan 2015-2018)</li> <li>• Women's leadership and representation within the City's workforce. Objective: Increase new hire ratios – the City will increase new hires for Senior Management roles to 50% women, and by 2020, the proportion of female new hires in under-represented occupations (IT technical positions, firefighters, engineers) will be increased by 5% over the 2017 baseline. A local non-profit agency, Women Transforming Cities, has received funding from Status of Women Canada to improve women's civic engagement and will be partnering with the City of Vancouver to leverage its goals as well as the City's leadership and hiring objective.</li> </ul> <p>Area of primary focus: Women</p>	
Edmonton	The idea for the Women's Initiative originally came from community stakeholders who	<p>Approximately two-year process:</p> <ul style="list-style-type: none"> <li>• In 2012, several community forums</li> </ul>	Status: Edmonton Women's Initiative approved by Council in March 2014.	One full-time equivalent and approximately \$140,000 in operating

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	<p>approached former Mayor Mandel with the idea of creating a group designed to advocate for the needs of Edmonton women. There was a shortage of women on Council, and there was a recognized need for more gender-diversity in Council decision-making</p>	<p>were held, including three sessions, each with more than 700 women. Participants were asked to share their priorities with respect to women's issues, engagement and leadership.</p>	<p>Objectives: Internally-focused and community-facing priorities. The major themes of the initiative are: leadership, engagement and best practice. The Initiative is composed of:</p> <ul style="list-style-type: none"> <li>• WAVE Committee: a volunteer council of 15 members, appointed by and advocates directly to City Council</li> <li>• Women's @ the City: a group of City employees who provide input and feedback to ensure the City of Edmonton, is an employer of choice.</li> <li>• Volunteers at large</li> <li>• City of Edmonton staff who oversee and support the initiative</li> </ul> <p>Area of primary focus: Women</p>	<p>funds from the City budget</p>
Windsor	<p>Direction to staff in 2015 from the Diversity Advisory Committee, which was adopted by Council.</p>	<p>Approximately three-year process:</p> <ul style="list-style-type: none"> <li>• Determining best practices in other municipalities</li> <li>• Conducting internal consultations with City staff</li> <li>• Providing updates on progress to the Diversity Advisory Committee</li> </ul>	<p>Status: Diversity and Inclusion Initiative approved by Windsor Council in June 2018.</p> <p>Objectives: Internally-focused and community-facing priorities:</p> <ul style="list-style-type: none"> <li>• Phase 1 (2018-2020) is internally-focused to identify systemic and attitudinal barriers in policies, practices, and procedures in the organization for the purposes of having a diverse workforce, and strengthening the Corporation's</li> </ul>	<p>Phase 1 one-time funding of \$62,800 was approved by Council with adoption of the Initiative. Approximately \$20,000 is to be spent on staff training.</p> <p>Staff were also directed to bring forward future costing requirements in relation to the Initiative for Council's</p>

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			<p>capacity to work with diverse communities.</p> <ul style="list-style-type: none"> <li>Phase 2 (2020-2025) will analyze the corporation through a community lens for the purposes of ensuring that programs and services meet the needs of everyone.</li> </ul> <p>Area of primary focus: diversity and inclusion</p>	<p>consideration at the 2019 Budget.</p>
Calgary	<p>July 2017 motion regarding Gender Equity and Diversity included a direction to staff to work with members of Council to create a scoping of work on three specific initiatives:</p> <ul style="list-style-type: none"> <li>Advancing the profile and awareness of gender equity and diversity, including current measures, within the community</li> <li>Advancing the profile and awareness of gender equity and diversity, including current measures, for City Boards, Commissions, Committees and Council</li> </ul>	<p>Ongoing process, for more than one year:</p> <ul style="list-style-type: none"> <li>Analyzing current data, relevant City initiatives and efforts by other governments</li> <li>Conducting informal consultations with internal and external stakeholders</li> <li>Analyzing existing research related to gender equity and diversity in the community, on City Boards, Commissions and Council, and in the City's workforce</li> </ul>	<p>Status: In progress. Calgary Council approved a scoping plan in May 2018 as well as an advisory committee on social wellbeing in October 2018.</p> <p>Scoping plan objectives:</p> <ul style="list-style-type: none"> <li>Develop a strategy, grounded in a measurement framework and implementation plan, to advance gender equity and diversity and report back no later than Q2 2019. Strategy will be informed by a baseline assessment and consultations.</li> <li>Complete a gender equity and diversity baseline assessment, including a policy review, with respect to community, City boards, Committees, Commissions (BCCs), and the City's workforce to inform the development of the strategy. Assessment will include voluntary demographic surveys to citizen applicants to Boards, Commissions and Committees, and Council</li> </ul>	<p>There are no operating budget funding requests in the May 2018 report. Existing staff from the Calgary Neighbourhoods Office were tasked with undertaking the work.</p> <p>Status of Women provided training to some staff. This was a part of a pre-pilot to determine whether to move forward with a GBA+ pilot.</p> <p>One-time funding of \$170,000 from the City's Council Innovation Fund was approved. This mid-budget cycle funding is being used to fund the baseline assessment (survey to</p>

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	<ul style="list-style-type: none"> <li>Advancing the profile and awareness of gender equity and diversity, including current measures being taken within The City's workforce; and report back to the Standing Policy Committee of Community and Protective Services on the merits of reflecting similar models in Calgary's context no later than Q2 2018.</li> </ul> <p>Several community advocacy groups supported Councillor Carra in the development of the motion.</p> <p>One of the drivers for the motion was Calgary's ranking as the 22<sup>nd</sup> best place for women to live in Canada in 2017, ahead only of Barrie, Oshawa and Windsor.</p>		<p>candidates and elected officials. Policy review will include a GBA+ pilot to enhance understanding of how the City can plan and deliver services in the community in more equitable ways.</p> <ul style="list-style-type: none"> <li>Establish an Advisory Committee on social wellbeing and report back to Council by October 2018. Purpose of this body will be to leverage the diverse voices on the committee to and to operationalize the City's use of an intersectional approach in the development and delivery of its services.</li> <li>Approve the social wellbeing principles and direct staff to develop a social wellbeing policy by Q1 2019 via a report to committee and Council.</li> </ul> <p>Area of primary focus: Gender equity and diversity</p>	<p>administration and BCCs), and GBA+ training and pilots from July 2017 to January 2018. Funding covers the costs of a consultant and development of GBA+ lens/framework for eight pilot projects.</p> <p>Strategy implementation may require future operating budget and any such considerations would be brought forward for approval with the strategy.</p>
Toronto	<p>On July 23, 2018, Council passed the following motion - Creating an Intersectional Gender Equity Strategy and Gender Equality Office for Toronto:</p> <ol style="list-style-type: none"> <li>1. City Council direct the City Manager to develop a framework for a Gender</li> </ol>	<p>Work is ongoing to fulfill the directions of the 2018 motion.</p>	<p>Status: In progress.</p> <p>To date, several other reports have been generated in response to earlier directions:</p> <ul style="list-style-type: none"> <li>Equity Impacts of Changes in the 2018 Operating Budget (December 2017). <i>The Equity Lens for the 2018</i></li> </ul>	<p>All work completed to date has been done with existing resources.</p>

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	<p>Equity Strategy and Gender Equality Office for the City of Toronto and to report back to the Executive Committee in the first quarter of 2019 on a framework that will include:</p> <ul style="list-style-type: none"> <li>a. established targets and strategies for addressing intersectional gender equity in key areas such as housing, shelter, governance, transit planning, recreation, urban planning, youth, violence against women, affordable child care and budgeting;</li> <li>b. establishing an ongoing advisory committee to inform the development of the strategy as well as the development and review of existing and new City policies and programs;</li> <li>c. an implementation plan and annual reporting for intersectional Gender-Responsive Budgeting;</li> <li>d. a feasibility analysis of establishing a fully resourced and staffed Gender Equity Office; and</li> <li>e. the collection of disaggregated data.</li> </ul>		<p><i>Budget</i> tool was developed based on the existing Equity Lens created by the Equity, Diversity and Human Rights division. It is an online tool that allows users to examine how budget proposals may impact equity-seeking groups, with an emphasis on women and people with low-income.</p> <ul style="list-style-type: none"> <li>• Feasibility of Requiring Gender Diversity of Corporation Boards in City Procurements (October 2017). Staff did not recommend a requirement of companies responding to procurement opportunities for City Businesses to have at least 30 per cent gender diversity of their Boards of Directors. The City has a social procurement policy which promotes access to the procurement process for diversely-owned businesses, the requirement may reduce competition, the legislative regime allows private corporations to be set up with only one person on its board of directors and public corporations with at least three and no requirement of a particular composition. Also, there is no certifying organization that will validate a corporation's board composition.</li> <li>• Opportunities and Issues in Using Disaggregated Population Data (March 2017).</li> </ul>	

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			<ul style="list-style-type: none"> <li>Equity Responsive Budgeting (April 2018)</li> <li>Supporting Equity Goals with Disaggregated Data (April 2018)</li> </ul> <p>Area of primary focus: Intersectional gender equity</p>	
Montreal	<p>Status of Women Canada is funding the project “MTElles” to advance equal participation of women in municipal consultation and participation practices undertaken by municipal councils, borough councils, permanent commissions of councils, and the Office de consultation publique de Montréal</p> <p>Three non-profit organizations are leading the initiative: Concertation Montréal, Coalition montréalaise des Tables de quartier and Relais-femmes</p>	<p>Ongoing three-year process (2017-2020):</p> <ul style="list-style-type: none"> <li>Conducting consultations with municipal and community stakeholders, including Montreal’s borough roundtables, to develop participative strategies for government engagement that encourage women’s involvement and empower women to have an influence on decision-making</li> <li>Evaluating existing practices</li> <li>Piloting potential solutions</li> </ul>	<p>Status: In progress.</p> <p>Objectives: Community-facing priorities to:</p> <ul style="list-style-type: none"> <li>Identify and understand the systemic barriers to women’s participation in community development</li> <li>Introduce innovative and inclusive participatory democracy practices in order to counter these systemic barriers</li> </ul> <p>Area of primary focus: Women</p>	<p>Concertation Montréal is receiving \$305,000; Coalition montréalaise des Tables de quartier is receiving \$152,000; and Relais-Femmes is receiving \$83,000.</p>