

Governance: Women & Gender Equality

As a City we need a stronger and more sustained focus on the advancement of gender equality. While we have been making incremental progress through our Diversity and Inclusion Unit, we have not gone far enough. We need to move from a passive approach to a more targeted strategy. To achieve this, we need to make gender a fundamental consideration in the development and implementation of all our policies and programs.

To operationalize this goal, we recommend the below internal structure:

- **Council Special Liaison for Women & Gender Equality:** Must be appointed by Council, will provide annual updates on progress to FEDCO, will serve as Co-Chair to the Committee of Women & Gender Equality, will require a small budget for training opportunities (conferences, workshops, etc., similar to the Sports Commissioner)
- **Department of Carriage:** Service, Innovation and Performance Department
- **New Staffing Requirements:** 1 FTE, Researcher & Field Expert, will be responsible for guiding/assisting staff in the effective implementation of the intersectional gender lens (GBA+) across all city departments
- **Additional Staffing Requirements:** 1 FTE (existing), within each of the 8 Business Support Services Units, will be tasked with reviewing internal policies and programs with an intersectional gender lens (GBA+) (*Corporate Services, Rec, Cultural and Facility Services, Transportation Services, Emergency and Protective Services, Public Works, Community and Social Services, Service, Innovation, and Performance Services, and Planning, Infrastructure, and Economic Development Services*). This would be added to their current job description.
- **Resources:** Training and ongoing training opportunities would need to be provided to each staff person tasked with implementing the intersectional gender lens (GBA+)
- **Committee/Council Reports:** Each report rising to committee/council will be required to have a section titled 'Women and Gender Equality Implications'
- **Reporting:** An annual report will be prepared by the GM of the Service, Innovation and Performance Department outlining all impacts or changes to policies/programs as result of the use of the intersectional gender lens (GBA+). This will be reported out to FEDCO in conjunction with the Council Liaison

In addition to the above internal structure, we also recommend the establishment of a Committee on Women & Gender Equality.

The **Committee on Women & Gender Equality** would be compromised of one staff person from each BSS unit, the General Manager of Service, Innovation and

Performance Department, and a representative from the Mayor's Office. It would be Co-Chaired by the Council Special Liaison for Women and Gender Equality and the new FTE, Researcher/Field Expert.

The Committee would meet every other month to discuss the implementation of the intersectional gender lens (GBA+) in each respective department as well as emerging issues in the field.

Committee on Women & Gender Equality
Co-Chair: Council Special Liaison for Women and Gender Equality
Co-Chair: Researcher/Field Expert (new FTE)
GM, Service, Innovation, and Performance Services
Rec, Cultural, and Facility Services (<i>BSS</i>)
Transportation Services (<i>BSS</i>)
Emergency and protective Services (<i>BSS</i>)
Public Works (<i>BSS</i>)
Community and Social Services (<i>BSS</i>)
Service, Innovation, and Performance Services (<i>BSS</i>)
Planning Infrastructure and Economic Development (<i>BSS</i>)
Representative from Mayor's Office

Budget Implications:

- 1 FTE
 - Training for 8 *BSS* staff
 - Travel and training budget for Council Liaison
-