



CITY OF VANCOUVER

ADMINISTRATIVE REPORT

Report Date: June 14, 2005
Author: Anne Roberts/Ellen Woodsworth
Phone No.: 7249/ 7245
RTS No.: 5091
CC File No.: 4102
Meeting Date: July 12, 2005

TO: Vancouver City Council

FROM: Councillor Anne Roberts, Councillor Ellen Woodsworth - Co-Chairs and the Women's Task Force

SUBJECT: City of Vancouver Women's Task Force Recommendations

RECOMMENDATIONS

- A. THAT Council adopt the Gender Equality Strategy for the City of Vancouver outlined in the Women's Task Force report, *A Gender Equality Strategy for the City of Vancouver*, attached as Appendix A, as a basis for City work.
- B. THAT Council endorse in principle the recommended Actions outlined in the Women's Task Force report.
- C. THAT Council approve the formation of a Women's Advisory Committee to provide guidance to and input into the further development of the Strategy and Actions and request staff to provide an annual report on the implementation of the Gender Equality Strategy Actions.
- D. THAT, subject to Council's approval of Recommendations B, C and D, Council approve the creation of a two-year temporary full-time Exempt position in the Equal Employment Opportunity Program, subject to classification by the General Manager of Human Resources, and at an estimated annual cost of \$81,100 and an estimated \$16,000 for set up and office costs. Prorated funding and one-time costs of \$36,000 for 2005 to be provided from Contingency Reserve, with \$81,900 in 2006 and \$61,500 in 2007 to be provided in the Operating Budget.

- E. THAT, subject to Council's approval of Recommendation B, the remaining \$20,000 from the Women's Task Force budget be allocated to the 2005 and 2006 Gender Equality Strategy work for consultation, communication and involvement activities.
- F. THAT the City continue to work with the Federation of Canadian Municipalities (FCM) and the Union of British Columbia Municipalities (UBCM) to increase the role of municipal governments in achieving women's equality.

CITY MANAGER'S COMMENTS

The City Manager, in consultation with the General Manager of Community Services and the Acting Director of the Equal Employment Opportunity Program notes that, over the past several years, the City of Vancouver has been very active in its work to encourage diverse and inclusive involvement in policy development and programs. The Gender Equality Strategy proposed by the Women's Task Force builds on this work and is supported as a framework for City work as indicated in Recommendation A. Council is advised that the work proposed by the Women's Task Force will take time and additional resources to accomplish, particularly given the frame proposed for the Actions, and the work priorities already underway in the organization. In Council's consideration of items B, C, and D, the City Manager advises that, Council has tentatively allocated resources in this year's Contingency Reserve, but should note that the 2005 Contingency Reserve is largely expended. Further, the 2005 budget may well be facing shortfalls due to a reduction in revenues and an increase in costs. Therefore, Council should consider this initiative in the light of other City priorities.

COUNCIL POLICY

Council has also adopted a number of policies governing equal employment opportunities and sexual harassment in the City of Vancouver, as well as fostering multiculturalism in the city. The City's Equal Employment Opportunity Program was established in 1977. Since that time, implementation of the Equal Employment Opportunity Policy has continued to support employment opportunities for women and under-represented groups, and to build and sustain a workplace reflective of the diverse community it serves. In addition, the City works to support the employment of women through specific initiatives for women in non-traditional jobs, partnering with educational institutions and community agencies, work practicums, career fairs, the Aboriginal Employment Partnership Initiative, and related outreach activities. The City also implemented a Sexual Harassment Policy, which ensures protection of human rights, and increases awareness of, and protection from, sexual and other forms of harassment. The City provides appropriate training, investigation, mediation and other resources to prevent and address issues of sexual harassment, and ensure safe and respectful work environments.

In addition, in the community at large, the City contributes significant financial and other resources to initiatives supporting the safety, inclusion and well-being of women. This includes childcare services, family services, neighbourhood houses, women's housing, and specific services for immigrant women, young women and girls, and Aboriginal women.

On December 2, 2003, Council approved a motion establishing a "Women's Work Task Force" to report directly to Council on:

- 1) ways in which the City of Vancouver can better assist women impacted by recent provincial cuts to programs, services and legislation protections as documented in the City's Social Planning Department report and the CEDAW motion;
- 2) a review of the principles, operating procedures and funding that exist to ensure that women's equality concerns are reflected appropriately throughout the City's work plan; and
- 3) what initiatives can be taken by municipalities, acting together and with the Federation of Canadian Municipalities, to improve the situation of women, their representation and access to needed services and programs.

Council also directed that the Task Force membership include Councillors Roberts and Woodsworth as Co-Chairs, a Park Board Commissioner and a School Board Trustee; staff of the City of Vancouver from among Social Planning, Planning, Engineering and the Equal Employment Opportunity Program, as well as community representatives from local women's groups and organizations serving women's needs, and academic experts. Council further requested that the Task Force report back in three months with a work plan, time line and proposed resources for implementation.

On November 30, 2004, Council approved an extension of the term of the Women's Task Force to July 2005. Council also approved draft WTF Vision and Value Statements, an 'Interim Action Plan' to develop a Gender Equality Plan for the City, and a budget of \$60,000, to undertake the work.

On March 17, 2005, Council approved an additional increase of \$400,000 to the 2005 Contingency Reserve for the purpose of providing funding to the Women's Task Force, the World Peace Forum and a Feasibility Study of a community services centre for the Lesbian, Gay, Bisexual and Transgendered (LGBT) community, and requested that reports be submitted for Council's approval prior to the release of these funds.

SUMMARY and PURPOSE

This report presents the final report of the Women's Task Force (WTF), *A Gender Equality Strategy for the City of Vancouver*, and recommends that Council adopt the vision, principles and aims contained in the report, attached as Appendix A. In addition, the report seeks Council's endorsement in principle of the Actions outlined in the report, and the required resources to carry out the work.

The proposed Actions, to be carried out in two phases over two- years, involve a number of City departments. Many of the Actions build on the City's current efforts to engender women's equality into the work and governance of the City. Others propose policy changes and partnerships to improve and co-ordinate support systems for women and girls. Additional resources are required to ensure these Actions are carried out and effectively integrated into the City's work. These include one two-year temporary full-time Exempt position in the City's EEO Program at an estimated annual cost of \$81,100 (2005), estimated \$16,000 for set up and office costs (\$13,000 of one time costs will not be required if office space can be found in the City Hall campus), and a budget of \$20,000 for consultation, communication and involvement activities.

BACKGROUND

Women in Vancouver

Based on the 2001 census, there are approximately 277,965, females living in Vancouver; this comprises slightly over half of Vancouver's population of 545,671. Of these, approximately 12.5% are girls (0 to 14 years) and 5% are youth (15 to 19 years). Almost 50% of the women in the city are foreign-born. According to the Census, which likely under-represents actual numbers, just under 2% of all Vancouver females are Aboriginal.

The 2004 FCM Quality of Life study indicated 56.3% of women in the city were employed with the unemployment rate slightly below males at 7.8%. The average income of a full-time female worker was \$38,814 in 2000, versus an average income for male full-time workers of \$53,208 for a ratio of 72.9%.

Just under 20,000 Vancouver women are lone parents compared to 3,685 men. Of the female lone parent families in the city, 48% are below the Low Income Cut-Off Levels (for a two-person family, the low income cut off is \$22,964). Twenty-six percent of the city's children are in lone parent families. In the case of Aboriginal children, according to Vancouver Coastal Health's *Vancouver Community Profile*, 80% live in poverty.

Older women outnumber older men in the city. There are 40,170 women over 65 and 30,170 men; 13,635 women versus 6,730 men live alone. More detailed information about women in the Vancouver is provided in the attached report.

Current City Work

Since 1986, as well as addressing equity issues, the City of Vancouver has developed policies and programs that support women and girls living in Vancouver. The City has a comprehensive Equal Employment Opportunity Program which addresses equity issues and includes an EEO Policy, a harassment policy, training for staff, as well as a recruitment strategy targeting women, visible minorities, Aboriginals, and people with disabilities.

The City's Planning department uses guidelines and a tool kit in the "Planning Ourselves In" document, developed by the "Women In Planning" group, to facilitate women's participation at community meetings and visioning exercises. Community meetings are set up with careful consideration related to the timing of the meeting, food, location, accessibility, child care, etc.

The Social Planning department leads the City's very active program of childcare centre development and support, including Child Care Grant programs. The department also manages the Community Services Grants program. Women benefit substantially from the City's support of childcare and from the Community Services Grants program. In 2005, Council approved \$1,054,200 in childcare grants; in Community Services Grants, which supports some 100 programs, funding of \$590,984 was approved for 16 groups specifically working with women and girls. All but two of the other CSG grants also support and involve women and girls. For example, women are the primary users of Family Places, and are well represented in the seniors sector, where 18 grants totaling \$493,444 were approved, and in Neighbourhood House programs and activities.

Being a partner within the Vancouver Agreement, means that the City of Vancouver participates in the VA Women's Task Team which has a mandate to provide a voice and support to marginalized women who are involved in the sex trade, and/or drug addicted and suffering from HIV and AIDS. A list of City activities related to women's issues can be found in Appendix B of the attached WTF report, entitled *A Gender Equality Strategy for the City of Vancouver*.

Federation of Canadian Municipalities (FCM) Initiative

The issue of gender equality is increasingly being recognized as a municipal issue. A number of cities in Canada and around the world, including Ottawa, Toronto, Montreal, London, Glasgow and San Salvador have developed gender equality initiatives. Two recent documents created by the Federation of Canadian Municipalities -- *A City Tailored to Women: The Role of Municipal Governments in Achieving Gender Equality* and *Increasing Women's Participation in Municipal Decision-Making: a resource kit* detail gender equality initiatives being undertaken by local governments around the world and provide models for the formation and work of the Task Force. FCM Past President, Ann McLean will soon be crossing Canada to further work of the FCM in engaging women and municipalities.

DISCUSSION

The Women's Task Force

In December 2003, Council approved the formation of a Women's Task Force (WTF) in recognition of the challenges faced by many women in the city, especially those facing social and economic issues, or issues related to race or sexual orientation, and who were further affected by changes in Provincial funding to women's service organizations and programs. While many of these services are not within the City's mandate, Council directed the Women's Task Force to explore ways in which, in the development of its policies and programs, the City could recognize and foster gender equality and full inclusion of women in local governance.

The WTF was formed in early 2004 with 20 community-based representatives, as well as members from the Vancouver Parks Board, School Board and City staff. In November 2004, after some initial meetings, the Task Force Chairs, Councillors Woodsworth and Roberts, submitted an interim report to Council. Council approved the report's recommendations of an extension of the WTF term until July 2005, a proposed work plan and resources for the implementation of the plan. The report also requested Council adoption of an initial vision and values statement. Council provided \$60,000 in support of the development of the plan for consultant and consultation costs. The interim work plan was focussed on two areas: the development of a gender equality framework including a vision, principles and aims, to guide City work; and the development of an action plan to address areas of concern identified by the WTF including civic engagement, women's safety, the sex trade, transit, addictions, support for women's services and programs, housing, childcare, employment, young aboriginal women and education and awareness about women's issues. The WTF recognized that not all areas could be addressed initially; the intent was to develop doable actions that could be accomplished over the next three years.

Following the interim report, the WTF formed four working groups: gender equality strategy, women and civic engagement, health and well-being, and safety and accessibility. Each of the groups carried out research and met with a variety of stakeholders, experts and community members and produced a list of proposed actions which were then prioritized and

phased. These were subsequently brought to the full group for review and finalization. A full description of the membership and activities of the working groups is included in Appendix B of the WTF report.

Gender Equality Strategy

The Task force report proposes a Gender Equality Strategy composed of a Vision, Principles and Aims which build on current City policy. The strategy is intended to express the City's commitment to gender equality and is recommended for Council adoption as a basis for city work. The Vision pictures a city where women and girls have full and equal access to all aspects of city life without harassment or discrimination. The Principles and Aims further define the Vision by providing a conceptual framework for the development and implementation of city policy and programs.

Gender Equality Actions

Three sets of Actions are proposed. The first set reinforces the importance of existing City programs, funding support for women's organizations, and the work of the Equal Employment Opportunity Program. Ongoing support for the Gender Equality Strategy is also proposed.

The remaining Actions are divided into two phases to be accomplished over approximately a three-year period. These proposed Actions will need to be integrated into the work of several departments.

Phase One Actions will include the formation of a Women's Advisory Committee. Staff have reviewed this Action and recommend that member selection be based on the Council adopted criteria for committee member selection and in addition, an emphasis be placed on population-based representation (i.e. parents, youth, seniors) and diverse ethnic backgrounds. As with other City Advisory Committees, member's expertise should be in areas which relate to the work and jurisdiction of the City. The Women's Advisory Committee is intended to provide input and guidance for the implementation of the Actions proposed by the Task Force and to assist staff in the ongoing assurance of gender equality measures. It is anticipated the Committee will be formed by December, 2005. The Terms of Reference will require a separate report to Council and will be developed in consultation with the City Clerk.

Other Phase One Actions involve integrating gender equality measures into City programs and projects and in the City's communications. Two of the Phase One Actions propose that Council request Translink to improve their involvement of women in transit planning and design.

Phase Two Actions primarily focus on the need for co-ordination of City departments and Boards, other levels of government and agencies to accomplish a variety of aims related to outstanding priority needs of women and girls including: programs for Aboriginal girls, the development of gender mainstreaming tools for planning and development processes, as well as the celebration of the contribution of women and girls. A number of departments will be involved in all these initiatives.

Action Implementation

The WTF report recommends the establishment of a full-time position to carry out the Actions in concert with the Women's Advisory Committee. The Task Force also recommends additional resources be provided for consultant work and communications.

Staff has noted that under present City policy and practice, City staff do not perform the work of Advisory Committees, but rather act as a liaison between the Committee and the civic organization. The WTF report identifies that a full-time position is necessary if the recommended Actions are to be accomplished in addition to the current work load in departments within the timelines indicated in the WTF report. Staff has advised that this position is best located in the Equal Employment Opportunity Program. The recommended role of this position is to work with City Departments and Boards and act as liaison with the Women's Advisory Committee to implement the recommended Actions. A temporary two-year position is proposed with a review at the end of this period as to the integration of gender equality work in the organization and assessment of any further required resources. Staff indicate that \$20,000 is required for any additional research, communication, etc. The initial focus of this position is to implement the Phase One Actions. The Phase Two Actions will be further developed with the Women's Advisory Committee. There is currently approximately \$20,000 left from the funds already allocated to the WTF. Council direction is required to retain these funds for the 2005/ 2006 budget year.

Sex Worker Advocate

On February 15, 2005 Council approved a motion, "THAT City Council ask the City Manager, in conjunction with the staff preparing the Homeless Action Plan and the Women's Task Force, to report back on the feasibility of creating a "Homeless and Sex Trade Worker Advocate" position, similar in structure to the Child and Youth Advocate. The mandate of this position would include, but not be limited to:

- Helping navigate the relationship between individuals in this sector of the population and the Vancouver Police Department; and
- Making linkages between people and agencies to facilitate care, outreach etc., regarding addiction, health, shelter, food, etc."

The Homeless Action Plan was considered by Council on May 10, 2005. In it, staff note that the two areas of homelessness and sex work are not sufficiently linked to be served by one advocate. The Director of Housing will report back on a Homeless Advocate later this year, in the context of his report on the Tenant Assistance Program.

The Women's Task Force has supported the key strategies of the Vancouver Agreement Women's Task Team, including existing initiatives such as the Mobile outreach program for sex workers, and the establishment of a 24/7 drop in. The Task Force has not yet had time to discuss the idea of a sex trade worker advocate or to consult with community groups about this proposal. However, Councillor Woodsworth will be meeting with staff and the community and will report back within three months.

At present, PACE, WISH and PEERS are the three main community groups working with sex trade workers. Among them, these groups provide a variety of supports including outreach (via the Mobile Access Project (MAP) van), health information and referrals, a drop-in, peer safety coaches and confrontation management training, and employment training and support. In 2005, the City increased its funding to WISH to allow the drop-in to open for an

additional hour, and to PACE to further support its anti-violence work, which is being done in cooperation with the VPD. This work has improved the relationship between VPD officers and the women involved.

Staff is of the view that the most important priorities for the Vancouver Agreement partners in this area, are to support the 24/7 service for sex trade workers and secure ongoing funding for the MAP project (which is currently funded on a pilot basis). With the City grant program, the priority is to support the work of PACE and WISH in linking women to other supports and services.

NEXT STEPS

The work of the WTF involved some outreach to women and groups associated with the issues considered by the Task Force. If Council approves the Strategy and the Actions, the WTF believes further communication and outreach to the broader community is needed. This would also serve to help recruit members of the inaugural Women's Advisory Committee. Information meetings with various community groups would be held in September.

FINANCIAL IMPLICATIONS

The cost of a two-year temporary full-time Exempt position in the City's EEO Program includes an estimated annual cost of \$78,400, plus an estimated \$16,000* for set up and office costs plus existing funding of \$20,000 for consultant services. Total financial requirements are summarized as follows:

	2005	2006	2007	Total
Staffing	\$20,000	\$81,100	\$61,500	\$162,600
One-Time Costs	\$16,000*			\$ 16,000
Total Funding Required	\$36,000	\$81,100	\$61,500	\$178,600

Existing Funding \$20,000 to be utilized throughout the project term

* \$13,000 of one time costs will not be required if office space can be found in the City Hall campus

Council has added \$400,000 to the Contingency Reserve for the purpose of providing funding to the Women's Task Force, the World Peace Forum and a feasibility study of a community services centre for the lesbian, gay, bisexual and transgendered community. Of this, Council has allocated \$150,000 for the Peace Forum.

Funding of \$36,000 from the Contingency Reserve is required with subsequent years' funding of \$142,600 to be added to the Operating Budget without offset in 2006 and 2007 based on a two year project timeline.

PERSONNEL IMPLICATIONS

It is recommended that the proposed two-year temporary full-time position in the City's EEO Program be an Exempt position, as are all professional staff in EEO, due to the nature of the work conducted in the EEO Program.

CONCLUSION

Municipal government can play a leading role in helping to achieve the equality of men and women. By adopting a Gender Equality Strategy and implementing actions that build on the City's existing policies and practices, the City of Vancouver will help ensure that women and girls have full and equal access to all aspects of city life without harassment or discrimination. The Women's Task Force was inspired by the work of the Federation of Canadian Municipalities. It is important to increase the participation of women in civic government and to ensure that civic governments understand and meet the diverse needs of half the population. It is crucial to ensure a gender understanding of City policies and practices which can effect a paradigm shift as significant and important as the environmental lens has been to the greening the city, and will release an enormous reservoir of untapped ideas, energy and productivity. Developing a comprehensive policy framework and identifying concrete, doable actions to be accomplished over the next three years puts the City at the forefront of what can be done when a city is designed by and for women.

Sufficient funds were allocated in the 2005 Contingency Reserve in anticipation of resources required to begin implementation of the Gender Equality Strategy, in particular the time-limited position to achieve the recommended Actions and to integrate a gender equality framework throughout the City's work. If budget pressures require reconsideration of this allocation, the Co-chairs of the Women's Task Force respectfully suggest that this should take place in a larger context that considers all aspects of the 2005 budget and all other new initiatives.

* * * * *

A GENDER EQUALITY STRATEGY FOR THE CITY OF VANCOUVER

Prepared by the City of Vancouver's Women's Task Force
June 2005

CONTENTS

A GENDER EQUALITY STRATEGY FOR THE CITY OF VANCOUVER	3
INTRODUCTION	3
WOMEN IN VANCOUVER.....	3
A VISION FOR GENDER EQUALITY	10
PRINCIPLES	11
AIMS.....	12
ACTIONS	13
Phase 1 Actions.....	14
Phase 2 Actions.....	16
Implementation	17
APPENDIX A: BACKGROUND.....	18
City of Vancouver Women’s Task Force Membership	20
APPENDIX B: LEGAL AND POLICY CONTEXT	21
APPENDIX C: RESOURCES FOR GENDER MAINSTREAMING.....	32

A GENDER EQUALITY STRATEGY FOR THE CITY OF VANCOUVER

INTRODUCTION

This Gender Equality Strategy document expresses the City of Vancouver's commitment to gender equality. It builds upon existing policies and initiatives and outlines additional steps to promote equality between women and men, and challenge gender discrimination.

The Strategy has been developed within the context of local, national and international commitments to gender equality. Gender equality is assured in Canada through Sections 15(1) and 28 of the *Canadian Charter of Rights and Freedoms*, and through Canada's ratification of several international human rights instruments, in particular, the 1981 *United Nations Convention on the Elimination of All Forms of Discrimination Against Women*, and the 1995 *United Nations Platform for Action*. The Strategy also builds on the City's other commitments to fairness, equality, and quality of life for the citizens of Vancouver, in particular its Equal Employment Opportunity Policy and its ratification of the International Union of Local Authorities' *Worldwide Declaration on Women and Local Government*.

This document provides a snapshot of women's lives in Vancouver today, followed by the City's Vision, Principles, Aims, and Action Plan for Gender Equality. A series of appendices provide the background to the production of this Strategy, the legal and policy context (including a description of existing City policies and actions related to gender equality), and resources for gender mainstreaming¹.

WOMEN IN VANCOUVER

"...while both women and men are affected by the actions of municipal governments, they experience them differently. Women are not as actively involved in municipal politics, even though they are specifically affected by decisions that concern their socio-economic conditions, including housing, the balance between work and family responsibilities, safety, transportation, health and education. By ensuring the civic participation of women and by responding to their specific needs, municipal governments can play a leading role in helping to achieve the equality of men and women" (*A City Tailored to Women: the Role of Municipal Governments in Achieving Gender Equality*, Federation of Canadian Municipalities and the Femme et ville program of the City of Montreal, 2004).

¹ Gender Mainstreaming refers to the process of explicitly incorporating a consideration of gender into all stages of project, program and policy development, implementation and evaluation. In this process, a gender equality perspective – an analysis of the effects on women and men, girls and boys - is considered at all levels of decision-making.

Based on the 2001 Census, Vancouver has a total population of 545,671 (277,965 female and 267,705 male). Boys 0 to 14 years slightly outnumber girls (35,210 girls; 37,155 boys). For youth in the 15 to 19 year age group, young women and men have similar numbers (14,155 female; 14,735 male).

On the older end of the age spectrum women outnumber men. There are 40,170 women over 65 in the city, versus 30,170 men. In the over- 85 age group, which is a growing demographic, there are currently 6,550 women and 2,820 men.

Visible minorities constitute 49% of Vancouver's population (264,495 people). 138,185 Vancouver girls and women belong to visible minorities (52% of the total visible minority population). Chinese women and girls account for about 70% of this number.

49% of Vancouver women and girls are foreign-born, compared to 45 % of males. Slightly over 100,000 people immigrated to Vancouver between 1991 and 2001 (106,245). Of these, 56,805 were female and 49,440 male. Recent immigrants to Vancouver (people who arrived between 1996 and 2001) total 52,869 people. Assuming similar proportions as in the general population, about 25,000 women and girls would be among this group. They come from a variety of countries. The top 5 countries of origin in this period were People's Republic of China (total 16,845); Philippines (total 6,190); Hong Kong (5,000); Taiwan (5,000) and India (2,500).

In the last Census, about 11,000 Vancouver residents identified as Aboriginal. The reported figures for Aboriginal people in Vancouver have remained relatively constant over several Census periods. Aboriginal community members believe that the actual numbers are higher.

The City has documented the growing crisis in the lives of women and their families in Vancouver as a result of changes and cuts to provincial policies and programs². Women have not only been adversely affected by direct cuts to women-serving organizations, but have also been disproportionately affected by changes in areas such as income assistance, income assistance for people with disabilities, childcare, health, employment, sexual assault/violence against women, legal aid, immigration and advocacy. The disproportionate nature of policy impacts for women in Vancouver is due to enduring factors of gender inequality across Canada, and here we take a brief look at some of the major factors related this inequality.

Paid and Unpaid Labour

Gender is a significant factor in the economy, in income distribution and in paid and unpaid employment. Women and men are distributed differently throughout the labour force. Of women with paid employment, 70% are concentrated in a few female-dominated sectors - clerical, teaching, health, sales and services – and women's average earnings are less than men's in *all* occupations (including these female-dominated ones).

² Social Planning Department Report on Impact of Provincial Cuts on Women's Advocacy Groups, March 13, 2003)

The overall employment rate for Vancouver was 59.7% (56.3% female; 63.2% male). As might be expected, women outnumber men in health & education, business, finance and administration occupations, social service, education and government service; and sales and service. Men outnumber women in management occupations (of 34,105 people in management, 21,495 were men; 12,610 women).

The overall unemployment rate was 8.3% (8.7% males; 7.8% females). Unemployment rates in the 20 cities which participated in the FCM Quality of Life study, dropped in the last decade, but remained higher than average for immigrants and Aboriginal people (21.4 % for Aboriginal people; 12.1 % for immigrants in 2001). Vancouver rates are higher than the average in the 20 QOL cities, of 14.1% for Aboriginal people and 10.5% for immigrants.

More women than men report hours of unpaid work, hours of unpaid housework, unpaid hours looking after children and unpaid hours providing care to seniors. Women are more likely than men to occupy low-paying jobs, be in part-time or temporary positions, and interrupt their careers due to family responsibilities such as child care and elder care. All of these factors contribute to women, on average, making less than men – for full-year, full-time work women only earn 73% of what men do³ (Statistics Canada, 2000).

Income

This situation is particularly serious for *older women* in Canada (almost half of single, widowed and divorced women over 65 are poor), *women with disabilities* (the average income of women with disabilities living in a household rather than an institution is under \$15,000), and *Aboriginal women* (the average annual income of Aboriginal women is \$13,300 compared to \$18,200 for Aboriginal men and \$19,350 for non-Aboriginal women).

Recent immigrant women and “visible minority” women are also particularly disadvantaged. Canadian-born women between the ages of 25 and 44 and with a university degree earn a full \$14,000 more in full-time, full-year employment than do their recent immigrant counterparts, and visible minority women make almost \$3000 less a year than the average for other women and almost \$7000 less than that of a visible minority man⁴.

Based on Provincial information about Local Health Areas,⁵ the average income of a female full time worker in Vancouver was \$38,814 in 2000, versus an average income for male full time workers of \$53,208. The ratio of female to male income is 72.9% Average family incomes for 2000 were: \$69,451 for all census families; \$75,609 for husband/wife families; and \$37,422 for female lone parent families.

³ Statistics Canada (2000) *Women in Canada 2000: A gender-based Statistical Report*. Ottawa: Ministry of Industry.

⁴ Canadian Research Institute for the Advancement of Women (CRIAOW) Revised 2002. *Fact sheet: Women and Poverty*. Available online at <http://www.criaw-icref.ca>

⁵ BC Stats, Local Health Area 39 – Vancouver, Statistical Profile, p. 3.

For Vancouver's immigrants, the average income for all full time workers is \$40,271. Immigrant women employed full time have average incomes of \$33,922 compared to \$45,576 for immigrant men.

The Vancouver area has a much higher % of low income families than does BC as a whole: 26.9% have incomes less than \$20,000, versus 12% in all B.C. Vancouver's rate is also higher compared to the Greater Vancouver Regional District (17.1%) and is almost double the national average. According to Vancouver Coastal Health's *Vancouver Community Profile, October 2002*, 25% of all Vancouver residents live below the Low Income Cut-Off level. For two-parent families, 22% are below Low Income Cut-Off levels. For female lone-parent families, 48% are below Low Income Cut-Off levels. 26% of the city's children are in lone parent families.⁶

In the 20 cities which participated in the Federation of Canadian Municipalities (FCM) Quality of Life study, poverty rates for single parents were somewhat reduced, apparently by changes to the National Child Benefit. However the decrease was less in Vancouver than in the average of the 20 cities included in this study: a 15% decrease in Vancouver versus a 19% decrease across the total study group.

Another significant income-related finding from the FCM Quality of Life report is that in Vancouver, the gap between top and bottom incomes grew almost twice as much in this city, as occurred nationally. As noted in a report to Council on this study:

“Any economic gains made during the 1990's were not shared equally – in the QOLRS cities, only the wealthiest 30% of families and 20% of individuals enjoyed any increase in inflation-adjusted income. Families saw their inflation-adjusted income drop, on average, by 6%. The growth in inequality in Vancouver was more pronounced. Only the top 5% saw any real income increase and the remaining 95% saw a decrease in their inflation-adjusted incomes. Over half of families and individuals saw their incomes decrease, in real terms, by 20% or more. Nationally, the incomes of “vulnerable” population groups (Aboriginal, youth, recent immigrants) decreased. Again, in Vancouver, the decreases in income for these groups tended to be as much as twice the national average.”⁷

Further, despite the fact that the majority of women are engaged in the paid labour force, women continue to be primarily responsible for the caring work that goes on in families including child care, elder care, food preparation, laundry and cleaning.

One national study showed that the female partner was *completely responsible* for all of the daily housework in 52% of families in which both partners had full-time paid employment, *mainly responsible* in 28% of cases, *equally responsible* in 10%, and in the

⁶ Vancouver Community Profile, October 2002, Vancouver Coastal Health, p. 6.

⁷ FCM Quality of Life Indicators – Implications for Vancouver, Report to Community Services and Budgets Committee, City of Vancouver, June 24, 2004

final 10%, the male partner was primarily responsible⁸. The burden of this unpaid labour often acts as a barrier to women's full participation in the work force, in political action, and in taking advantage of educational opportunities, for example.

Aboriginal Population

One of the areas that the Women's Task Force has focussed on, is issues of health and well-being for young Aboriginal women.

As noted early, about 11,000 Vancouver residents identify as Aboriginal, and the unemployment rate of 21.4% for Aboriginal people is substantially higher in Vancouver than in other FCM study cities. The same study also showed that for the year 2000, the average household income for Aboriginal Vancouver residents was \$28,565. This was lower than the average income for Aboriginal household in the 20 FCM cities.

Figures on the number of Aboriginal children living in poverty vary. A City childcare report based on the 1996 Census indicated that 62% of Aboriginal children live below the Low Income Cut-Off line. Vancouver Coastal Health's *Vancouver Community Profile, October 2002*, says that 80% of Aboriginal children live in poverty.

This same VCH report notes that "Aboriginal women are three times more likely to die from HIV/AIDS infection than other women in Vancouver."⁹ Aboriginal people also become infected at a younger age than other populations. Compared to all Vancouver women, whose life expectancy is 83 years, the life expectancy of Aboriginal women is 67 years.

Provincial Quality of Life information based on College Catchment areas also provides a glimpse of conditions in the Aboriginal community. (This information is based on the Vancouver Community College catchment area which includes Vancouver, Burnaby, and Richmond). Comparing the % of houses needing major repair, 35.5% of on-reserve houses needed major repair versus 18.2% off-reserve. This rate compares to 9.6% of housing needing major repair, for non-Aboriginals.

The *Vancouver School Board District Plan for Student Engagement, and Learning and Development 2004/2005* notes that 4% of elementary and 3% of secondary students are Aboriginal (2000 Aboriginal students). This report notes that "There are significant disparities between the graduation rate of Aboriginal learners (23%) and those for non-Aboriginal learners (78%) in Vancouver schools."¹⁰

62.7% of Aboriginal people between the ages of 25-64 and living off reserve, had high school graduation. While this rate is much higher than for on-reserve (18.2%) it is well below the average for the general population.

⁸ Canadian Research Institute for the Advancement of Women (CRIAOW) Revised 2002. *Fact sheet: Women and Poverty*. Available online at <http://www.criaw-icref.ca>

⁹ Vancouver Community Profile, October 2002, p. 7.

¹⁰ VSB District Plan for Student Engagement, and Learning and Development 2004/2005, p. 6.

This information is by no means comprehensive, but it does indicate some of the conditions which many Aboriginal women and girls may experience.

Seniors

As noted earlier, older women outnumber older men in Vancouver: there are 40,170 women over 65 and 30,170 men. Of the total senior's population of 70,000, 20,030 live alone. Of these, 13,635 are women and 6,370 are men. While not all widowed people are seniors, it is likely that the majority are. 22,290 Vancouver women are widows, versus 4,580 men.

VCH's *Vancouver Community Profiles, October 2002*, states that 31.6% of Vancouver residents 65+ are living below Low Income Cut-Offs, compared to 18.1% of all B.C. residents over 65. In April 2002, 5,631 individuals received home support services. 78% of these people were over 65 years of age. This Vancouver Coastal Health report also notes that "...seniors who live alone are more prone to accidents, falls, isolation, economic disadvantage and are more likely to need supported living options."¹¹

Of the city's 247,375 immigrants recorded in the 2001 Census as living in private households, 41,585 are 65 or over. Of these, 65 % are living in families with children. Of the 35% who are "non-family persons", 4,715 live with relatives, 570 live with non-relatives and 9,230 live alone.

Lone-parents

19,065 Vancouver women are lone parents, compared to 3,685 men. Of the women who are lone parents, 1,280 are between the ages of 15 and 29; 6,690 are 30-44; 7,365 are 45 to 64; and 3,735 are 65 and over. As noted earlier, 48% of female lone parents have incomes below the Low Income Cut-Off.

Violence

Gender-based violence, and the fear of it, plays a significant role in limiting women's choices and expectations in their home, their workplaces and their communities. One of every two women in Canada since the age of 16 has been physically or sexually assaulted by a man at least once¹². More than one in four Canadian women have been assaulted by a male partner, and four out of five people murdered by their spouses are women murdered by men. Further, 98% of sex offenders are men and 82% of the survivors of these sex offences are women and girls¹³.

In addition to racist violence, immigrant and refugee women face further barriers to accessing assistance in this area due to compounding factors such as language barriers and experience with police in country of origin. All women are vulnerable to violence but research repeatedly shows that aboriginal women, women with disabilities, and women involved in the sex trade are particularly vulnerable. As many as 90% of women with

¹¹ Vancouver Community Profile, October 2002, Vancouver Coastal Health, p.12.

¹² Statistics Canada (1993) "The Violence Against Women Survey", in *The Daily*, November 18th, 1993.

¹³ Canadian Research Institute for the Advancement of Women (CRIAOW) Revised 2002. *Fact sheet: Violence Against Women and Girls*. Available online at <http://www.criaw-icref.ca>

disabilities have been assaulted or abused¹⁴ and an estimated 80% of aboriginal women have been assaulted or abused¹⁵. Of the 69 women who are listed as missing by the Missing Women's Task Force¹⁶, many were involved in the sex trade.

Decision-making

One key theme identified in the City's January 2003 consultations¹⁷ with women-serving organizations was ***loss of voice and place***. Participants at the consultations stated that structural changes made by the Provincial government represented a reduced concern with women's equality. They expressed a concern that structural and program changes, such as the elimination of funding to women's centres, are effectively reducing the ability to protect and promote women's rights and have led to a silencing of women's voices. There will be fewer advocates, and less ability to speak to either mega-level or program issues.

This kind of change has compounded what is already a less than desirable situation vis-à-vis the representation of women in both decision-making processes and in political power. This under-representation and low visibility of women's voices in all levels of government, in senior management, on corporate and community boards, and the legal system, can result in the priorities, needs and interests of women not being fully reflected in community, regional and national priorities.

A recent study by the Federation of Canadian Municipalities found that, if anything, Canada is moving backwards in its level of representation of women in government at the local, provincial and federal levels. Only 21.7% of those people elected to local government are women, which places Canada behind countries such as Costa Rica (73%), Chile (48%), Sweden (42%), Bolivia (34%), Finland (31%), Ghana (30%), South Africa (29%), and the United Kingdom (27%). Of the Mayor and ten councillors who comprise Vancouver's City Council, only two are women.

Further, the study found that women from marginalized groups are even more under-represented with less than 1% of locally elected women being women with disabilities, less than 1% being immigrant women, and just 1% being visible minority women.

Below, we present our vision for a different type of Vancouver.

¹⁴ Stimpson, L. and Best, M. (1991) *Courage Above All*. Toronto: DisAbled Women's Network.

¹⁵ Absolon, K., Heber, E. and K. MacDonald (1996) *Aboriginal Women and Treaties Project*. Victoria, BC: Ministry of Women's Equality.

¹⁶ To date, 27 first degree murder charges have been brought against Robert Pickton in this case in which 69 women are known to have disappeared from the city's Downtown Eastside.

¹⁷ Social Planning Department Report on Impact of Provincial Cuts on Women's Advocacy Groups, March 13, 2003

A VISION FOR GENDER EQUALITY

Founded on the joint traditional territories of the Coast Salish Peoples, Vancouver is a city rich in diversity. The City embraces this diversity as a source of strength and opportunity for Vancouver, and strongly supports the principles of gender equality as an essential part of that diversity. The City is committed to making Vancouver a place where all women and girls – regardless of race, colour, ancestry, place of origin, religion, economic background, marital status, family status, physical or mental disability, sex, sexual orientation or age – have full access to the range of services and resources provided in the City, and have opportunities to fully participate in the political, economic, cultural and social life of Vancouver.

The City envisions a Vancouver where all women and girls are treated with respect, and enjoy a quality of life which affords them dignity, independence, and freedom from violence, discrimination and harassment. In the spirit of this vision, the City works actively to address and eradicate the systemic exclusion of all women and girls. Recognizing that the absence of positive action can be as detrimental as direct discrimination, the City also works actively to raise awareness of gender equality issues.

The main aims of the strategy, therefore, are to challenge gender discrimination, and to promote and implement gender equality measures.

The following core principles form the foundation of the City's Vision for gender equality and inform the development and implementation of the actions by which we will achieve this vision.

PRINCIPLES

Gender Equality: gender equality enables women and men to enjoy equal conditions for realizing their full human rights and potential for contributing to political, economic, social and cultural development. With gender equality, the different needs, behaviours and aspirations of women and men are equally valued. The City of Vancouver recognizes that simply giving women and men the same opportunities will not necessarily lead to gender equality – thus **gender equity** – being fair to women and men – may require special measures, or different treatments, to yield equality of outcomes.

Full Participation: Full participation requires equal access to the political, economic, cultural and social life of the City. Vancouver will flourish when all of its citizens have equality of opportunity and outcome.

Inclusion with influence: inclusion with influence goes beyond the concept of ‘adding-on’ the contributions and work of marginalized groups. It requires shifting the basis of our thinking and the way we work. Women and organizations serving them must have meaningful involvement with influence in all decision-making processes. This means sharing power, work, responsibility and accountability.

Active Measures: The City of Vancouver promotes active measures to address systemic discrimination – those policies and practices which intentionally or unintentionally prevent full participation of women and girls in the political, economic, cultural and social life of the city.

Social responsibility: The City of Vancouver, like any modern organisation, must reflect all the communities and people it serves, in both employment and service delivery and, as a world city, has a responsibility to promote the diversity of Vancouver. This requires all elected officials and staff to work actively to make visible the historic and ongoing contributions and influence of women and girls.

Intersectionality: in the development of its policies and practices, the City of Vancouver recognizes that people live multiple, layered identities derived from cultural, social, economic and political factors, and that the intersection (or combination) of these factors (or identities) create unique experiences and may compound the kinds of oppression faced by marginalized women and girls in City life. For example, an older immigrant woman would encounter discrimination differently than a younger immigrant who is perhaps also lesbian and/or a single mother on a fixed income.

AIMS

Generally, we will implement our Vision for Gender Equality by:

1. Ensuring that Council is aware of the specific needs of women and girls - especially those most marginalized - and that policies and services are sensitive, flexible and responsive to those needs.
2. Ensuring that women and girls – especially those most marginalized - have meaningful involvement and influence, in decision-making.
3. Promoting a safer city and reducing the incidence of violence against women.
4. Promoting a healthy city and improving the well-being of those women and girls most marginalized within the city.
5. Sustaining an organization which values diversity, supports human rights and provides a workplace that is respectful, welcoming and free of discrimination on the basis of all protected grounds, including sex/ gender
6. Raising the knowledge of, and support for, gender equality issues within the City and challenging discriminatory attitudes and practices.
7. Promoting gender equality in our work with our partners and other levels of government.
8. Monitoring and evaluating our gender equality measures.

ACTIONS

It is critical that the City of Vancouver not only continues to support those actions that have contributed to promoting equality between women and men, and challenging gender discrimination, but that it *builds upon and expands* those actions:

- | | |
|--|---|
| <p>1.1 Provide financial and other types of resources dedicated to initiatives that support the safety, inclusion and well-being of women, including childcare services, family services, neighbourhood houses, women's shelters and centres, and specific services for immigrant women, young women and girls, and Aboriginal women throughout the City.</p> | Social
Planning, CSG |
| <p>1.2 Provide support for the key strategies of the Vancouver Agreement's Women's Task Team.</p> | Community
Services Group |
| <p>1.3 Continue to:</p> <ul style="list-style-type: none"> ▪ ensure equal employment opportunities for women through the effective implementation of our Equal Employment Opportunity policy ▪ protect employees' human rights through the effective implementation of our Harassment policy ▪ promote and support the employment of women, including specific initiatives for women in non-traditional jobs, by partnering with educational institutions and community agencies, work practicums, career fairs, the Aboriginal Employment Partnership Initiative, and related outreach activities ▪ provide staff training in a variety of formats on the City's Workplace Harassment and Equal Employment Opportunity policies, including training on preventing harassment, building respectful workplaces, conflict resolution and building and supporting a diverse workplace ▪ act as a neutral and impartial resource for all City staff on issues relating to harassment and human rights; and ▪ provide mediation, intervention and investigation services related to harassment complaints and issues. | Equal
Employment
Opportunity
Program |

In addition to building on and expanding the above actions, we will take the following actions in Phase 1 (to be reported out on by March 8th 2006):

Phase 1 Actions

- | | | |
|-----|---|-------------------------------|
| 1.4 | Establish an Advisory Committee on Women's Issues to provide advice and further develop actions in this plan, with liaison positions from the VSB, VPB, VPL and VPD. | City Clerk's
Department |
| 1.5 | Create a page on the City's website that increases the visibility of women's civic engagement. | City Clerk's
Department |
| 1.6 | Create a new compulsory category in the City Council report template called "Sustainability Implications", combining the current "Environmental" and "Social" Implications. This category will direct that Council Reports address social, economic and environmental sustainability, including different implications for women and men, girls and boys. | City Clerk's
Department |
| 1.7 | Add a training module on using the Sustainability Implications lens to the Committee Orientation for <i>all</i> Committees at City Hall. | Sustainability
Office, CCD |
| 1.8 | Develop, pilot and implement a gender impact assessment tool for use by City programs, which includes guidance on collecting and using gender disaggregated information. | Community
Services Group |
| 1.9 | Develop and add a module on increasing women's participation to the Public Involvement training course offered to staff. | Public
Involvement,
CCD |

Phase 1 Actions (cont.)

- | | | |
|------|--|---------------------------|
| 1.10 | Work with the Urban Design and Development Planning Centre to find ways to apply a gender lens to CPTED guidelines and review processes | Planning, CSG |
| 1.11 | Continue to work with DTES Women’s Centre to develop a Street Banners project as requested | Social
Planning, CSG |
| 1.12 | Promote “inclusion with influence” of Aboriginal women and girls in the community consultation process on the re-instatement of the VPD Native Liaison Unit | Vancouver
Police Dept. |
| 1.13 | Host a civic engagement event at City Hall on International Women’s Day 2006 highlighting women’s involvement in the Community Visions (City Plan) process and reaching out to those women who have not historically been involved in those processes. | Mayor’s Office |
| 1.14 | Request that Translink engage in a public education campaign for transit users to promote safety features within the transit systems (such as the “request stop” program). | City Council |
| 1.15 | Request that Translink develop a policy to involve women in the design of bus and sky train stops, routes and shelters including a program of women’s safety audits of current transit system and routes | City Council |
| 1.16 | Ensure all images used in City publications and promotional materials promote positive and varied images of women and men, girls and boys of diverse backgrounds. | Communications
CCD |

Phase 2 Actions

Specifically, we will take the following action in Phase 2 (to be reported out on by March 8th, 2007)

- | | |
|---|--|
| <p>2.1a. Create a coordinating body focussed on issues of well-being of Aboriginal women and girls, with an initial membership of elected and staff representatives from the City, the Parks Board, the School Board and the community, and an initial mandate of</p> <ul style="list-style-type: none"> a) identifying current VSB, VPB and City initiatives focuses on Aboriginal women and girls b) identifying opportunities for coordination amongst these; and c) ensuring “inclusion with influence” of Aboriginal women and girls in these initiatives | <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">Community Services Group</div> |
| <p>2.1b. Develop a pilot project that brings the VSB, VPB and City together to develop a supportive program in two schools for Aboriginal girls, focussing on grades 7/8/9, to help this age group stay in school and be successful in the high school grades</p> | <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">Community Services Group</div> |
| <p>2.1c. Work through the Vancouver Agreement to explore the feasibility of providing an after hours safe place for Aboriginal women and girls in the DTES (including the possibility of expanding hours of operation of the DTES Women’s Centre).</p> | <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">Community Services Group</div> |
| <p>2.2 Develop a pilot project that would result in the creation of practical gender mainstreaming tools for the neighbourhood visioning and planning process – a partnership project between a team of interested planners and a women-serving organization in a neighbourhood scheduled for “re-planning”. The model developed to include tools for engaging those women who have not historically been involved in the community visioning process, as well as tools for neighbourhood planning through a gender lens.</p> | <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">Community Visions, CSG</div> |

Phase 2 Actions (cont.)

- | | |
|---|--------------------------------|
| 2.3 Develop a pilot project that would result in the creation of practical gender mainstreaming tools for the development process – through a partnership project with a developer interested in creating a “women-friendly” development. | Planning
Department,
CSG |
| 2.4 Celebrate the contributions of women and girls through an annual International Women’s Day event at City Hall. | Mayor’s Office |
| 2.5 Monitor developments, review progress and deliver an annual report on gender equality measures on March 8 th each year, at an International Women’s Day Event at City Hall | Community
Services Group |

Implementation

The implementation of this Strategy for Gender Equality must be adequately resourced. This will require a combination of measures including one full-time staff person and occasional consultants to work with staff, Advisory Committee members, and the community; as well as resources for meaningful community engagement.

APPENDIX A: BACKGROUND

On December 2nd, 2003, Vancouver City Council approved the following motion:

“THEREFORE BE IT RESOLVED THAT the City of Vancouver establish the “Women’s Work Taskforce” to report directly to Council on:

- 1) ways in which the City of Vancouver can better assist women impacted by recent provincial cuts to programs, services and legislation protections as documented in the city’s Social Planning Department report and the CEDAW motion;
- 2) a review of the principles, operating procedures and funding that exist to ensure that women’s equality concerns are reflected appropriately throughout the City’s work plan; and
- 3) what initiatives can be taken by municipalities, acting together and with the Federation of Canadian Municipalities, to improve the situation of women, their representation and access to needed services and programs;

The Council motion emerged as a result of both concern over the challenges women in Vancouver face because of significant structural, program and funding changes implemented by the Provincial government, and recognition that gender equality and full inclusion are critical to good local governance. Council established the Women’s Task Force to explore ways that the City could more effectively address issues of gender inequality.

The Women’s Task Force (WTF) - co-chaired by Councillors Anne Roberts and Ellen Woodsworth, and including broad community representation through 20 community-based members, as well as representation from Parks Board, School Board, and several City departments – held several meetings and workshops between April and September 2004 to discuss issues and concerns of women in Vancouver. The group conducted a preliminary assessment of ways that the City could more effectively address issues of gender inequality in Vancouver and developed a draft vision, values statement, and brainstormed a list of ideas for action.

Based on this preliminary assessment, the WTF decided that it would be more comprehensive, effective and sustainable to approach Gender Equality through the development of a policy framework and an action framework rather than to approach the issue of gender equality from a single-issue perspective (e.g. women’s safety, childcare, civic engagement). In a report to Council in November 2004, the WTF proposed an interim work plan that included research on best practices, consultation with experts and the broader community, and recommendations for action which would form the framework for a comprehensive Gender Equality Policy and Gender Equality Action Plan for the City of Vancouver.

Between January and May 2005, the WTF developed four working groups made up of community members, staff, and co-chairs: Gender Equality Strategy working group,

Women and Civic Engagement Working Group, Health and Well-Being Working Group, and Safety and Accessibility Working Group.

The Health and Well-Being Working Group:

- Held three meetings of the working group
- Met with representatives from various groups that work directly with young aboriginal women to gather information and recommendations in this area - Urban Native Youth Association, the Aboriginal Friendship Centre, front line workers in the Downtown Eastside, Vancouver School Board abuse prevention, Children of the Street Society, Vancouver Police Department, and MCFD.
- Organized focus group with Urban Native Youth Association
- Organized and participated in focus group with aboriginal women at the DTES Women's Centre
- Conducted research on current city initiatives
- Drafted recommendations for Gender Equality Strategy

The Women and Civic Engagement Working Group

- Held three meetings of the working group
- Met with City staff involved in current community engagement processes to discuss ways in which women could be more effectively engaged.
- Conducted research on promising practices
- Participated in an event at City Hall celebrating International Women's Day on March 8th, 2005 - *Designing Cities for Women* –This event built on a previous, and very successful event at IWD in 2004 which celebrated the contributions of all women who had ever been elected to Council, Parks Board and the School Board in Vancouver. A large number of women who been active on gender equality issues over the past few decades joined past and present elected women in a lively discussion on increasing women's participation in municipal decision making.
- Drafted recommendations for the Gender Equality Strategy

The Safety and Accessibility Working Group:

- Held three working group meetings
- Conducted research on best practices
- Met with Translink staff on safety and transit recommendations
- Met with City staff involved in planning to discuss ways of integrating gender equality considerations into neighbourhood planning and development processes
- Drafted recommendations for the Gender Equality Strategy

The Gender Equality Strategy Working Group:

- Held four working group meetings
- Conducted research on “promising practices” in the area of gender equality policies and action plans

- Drafted policy and action plan framework based on recommendations supplied by other working groups, research, and previous work of the Women's Task Force

The Women's Task Force co-chairs met regularly as did the staff group involved with the Women's Task Force. This Gender Equality Strategy document is the result of that work.

City of Vancouver Women's Task Force Membership

Name	Organization
Councillor Ellen Woodsworth	Co-Chair
Councillor Anne Roberts	Co-Chair
Janet Austin	YWCA
Patricia Barnes	Hastings North Business Improvement Association
Anita Braha	Barrister & Solicitor, specializing in human rights
May Brown	Former Council Member
Yvonne Chui	Dr. Sun Yat-Sen Classical Chinese Gardens
Brenda Coombs	CUPE LOCAL 15 and CUPE B.C. Women's Committee
Reva Dexter	Vice- Chair , Board of Directors, VanCity Savings Credit Union
Raminder Dosanjh	Spokesperson, India Mahila (Women's) Association
Caryn Duncan	Vancouver Women's Health Collective
Mable Elmore	Vancouver and District Labour Council
Stephanie Glube	Board Member, Real Power Youth Society
Fatima Jaffer	Vancouver Custody and Access Vancouver Custody and Access Support and Advocacy Association (VCASAA)
Audrey Johnson	West Coast LEAF
Darlene Marzari	
Gabrielle Moro	Director, Language Studies Canada
Annette Murray	BC Coalition of People with Disabilities
Chris Stewart	BC Teachers Federation
Begum Verjee	Diversity Advisor/Women's Issues, Access & Diversity, UBC
Loretta Woodcock	Vancouver Parks Board
Adrienne Montani	Vancouver School Board
Staff liaisons	
Jacqui Forbes-Roberts	General Manager of Community Services, Community Services Group
Judy Bader	Assistant General Manager of Community Services, Community Services Group
Wendy Au	Community Project Manager, City Manager's Office
Anne Kloppenborg	Social Planner, Social Planning
Monica Kaye	Director, Equal Employment Opportunity Program
Anne Nickerson	EEO Advisor, Equal Employment Opportunity Program
Vanessa Geary	Executive Assistant to the Mayor
Ali Grant	Facilitator, Women's Task Force

APPENDIX B: LEGAL AND POLICY CONTEXT

The Strategy has been developed within the context of local, national and international commitments to gender equality, as well as the City's other commitments to fairness, equality, and quality of life for the citizens of Vancouver. We refer to the most relevant ones below.

Existing City of Vancouver Policies and Initiatives Related to Gender Equality

Worldwide Declaration on Women and Local Government

As a member of the Federation of Canadian Municipalities, the City of Vancouver has ratified the International Union of Local Authorities' *Worldwide Declaration on Women and Local Government*. As such, the City of Vancouver has committed to (amongst other things):

- Strengthening our efforts to make equal the number of women and men in decision-making bodies at all levels and in all policy areas, and our efforts to ensure women's qualitative participation in councils, committees and other groups related to decision-making in local government; (article 20)
- Applying the mainstreaming principle by integrating a gender perspective into all policies, programmes and service delivery activities in individual local governments and their representative associations at national, regional and international levels, and to developing methods for monitoring and measuring this mainstreaming work; (article 21)
- Looking for new ways to ensure that women are represented and actively participate by formal as well as informal means in the process of local governance; (article 22)
- Working for changes of attitudes related to gender issues by awareness-raising in the education system and within the political and administrative structure of local governments; (article 25)
- Working actively with other actors of society, including national gender systems and organisations, the private sector, non-governmental organisations, professional groupings, women's groups, research institutes and trade unions in accomplishing the goals of this declaration; (article 26)

See the Declaration at <http://www.cities-localgovernments.org/uclg/>

City of Vancouver's Equal Employment Opportunity Policy

The City of Vancouver is made up of many racial and cultural components, each contributing uniquely to the community as a whole. In recognition of this, and of the dignity and worth of every person, City Council reaffirms its commitment to a policy of equal employment opportunity for visible minorities, women, aboriginal peoples and people with disabilities.

The aim of this policy is to create a workforce which reflects the composition of the qualified labour pool available in the community, and to foster a climate of understanding and mutual respect among employees in the workplace and in the community at large. To this end, Council has expanded the City's Equal Employment Opportunity Program and directed the City Manager to ensure its effective implementation. City Council requires that civic employees comply with the program in carrying out their duties in order to achieve representative hiring and promotion within the provisions of Council resolutions and the Collective Agreements, and in order to achieve a work environment free of harassment arising from an individual's gender, racial/ethnic origin, or disability.

Council believes that both this policy and the operation of an Equal Employment Opportunity program support the efficient and effective functioning of the City administration and are consistent with the policy of selecting the most meritorious applicants for City positions.

City Of Vancouver's Civic Policy on Multicultural Relations

WHEREAS the Council of the City of Vancouver recognizes that the presence of people from a wide range of ethnic, cultural and racial backgrounds within this City is a source of enrichment, diversity and strength, and

WHEREAS the Council believes that all residents of Vancouver should be able to conduct their daily lives free from evidence of prejudice on the part of their fellow residents and public servants, and

WHEREAS the Council further believes that all residents of Vancouver should be able to approach civic departments and personnel with the confidence that they will learn about and be able to take advantage of the services that the City provides for all its residents,

BE IT RESOLVED THAT the Council of the City of Vancouver hereby instruct its staff to ensure that the above objectives are met in the performance of their duties, and

BE IT RESOLVED THAT the Council specially endorse and encourage efforts by civic personnel to ensure that civic services are provided in the appropriate and adequate measure to those Vancouver residents for whom English is a second language.

Existing Initiatives

The following information on existing City policies and initiatives was provided to the Women's Task Force in 2004 in relation to 12 strategic priorities that it had developed for consideration. [The material that follows represents a snap-shot from 2004; additional actions have been taken in 2005 in some priority areas.]

1. Establish a Gender Agenda

The City has the ability to set regulating policies and develops policies and initiatives to serve citizens as required. With respect to the Vancouver Police Department, Council establishes a budget for the VPD and the Police Board oversees development of policies and initiatives.

Current City initiatives:

- Crime Prevention Through Environmental Design (CPTED)
- Inclusion of social implications review on policy reports
- City has established a Civic Youth strategy and Youth Outreach team
- City has hired a Child and Youth Advocate
- Vancouver Police Department is a member of the Vancouver Agreement.
- Improvements to Advisory Committee structure to ensure better diversity and gender balance on Committees and in their work program.

The City has had an Equal Employment Opportunity Program (EEO) since 1977. In addition, many initiatives have contributed to supporting a diverse workforce inclusive of women and women's issues. The City's EEO and other initiatives include:

- An Equal Employment Opportunity Policy to ensure fair and equitable hiring practices
- Employment outreach through career fairs and City work placements (e.g. B.C. Institute of Technology Trades Discovery Program/ Women In Trades, Vancouver Community College Employment Access for Women, aboriginal agencies, Downtown Eastside agencies, 'Partners At Work' student high school placements)
- An internal policy and process to address workplace harassment complaints (includes sexual harassment)
- Staff training through EEO (human rights, diversity, City harassment policy, building respectful workplaces)
- Workplace Language Program offered to staff as support around literacy & communication
- Staff training through Human Resources 'City Learn' calendar (wide variety)
- flexible work hours, Earned Days Off (EDO's)
- leaves of absence for education/ family/ personal reasons
- provision of 'personal days'
- job-sharing
- telecommuting
- benefits for part-time employees
- same sex benefits
- recognition of volunteer work in recruitment process
- financial assistance with education/ professional development
- Internal mentorship program

- Aboriginal Employment Partnership Initiative (AEPI) to identify future business and employment opportunities, including job qualifications, with the City of Vancouver
- Union-Mgmt. Employment Equity Committee (several initiatives including internal 'Guidelines for Hiring A Diverse Workforce' & external 'Employment Information' brochure)
- Adjustments to pay schedules to give faster increments in lower pay grades
- Recognition of International Women's Day and other historic events.

2. Civic Engagement

The City's mandate is to encourage participation in all aspects of policy and decision-making.

- Public Involvement Review - main focus on describing and encouraging involvement in City processes
- City mandate to run elections and ensure citizen involvement. Citizen participation in City of Vancouver Budget Process. City does citizen public consultation and outreach soliciting input on citizen priority. Operating funding for social services is primarily from senior governments, especially the Province.
- The City of Vancouver is participating in an action research project on participatory budgets.
- City has active program to encourage citizen participation in elections, including youth

3. Community Education

Civic mandate includes Vancouver School Board and Park Board

- Federal and Provincial responsibility, however City has initiated a mentoring program as part of employment strategy.
- City provides grants to Headlines Theatre

4. Funding/ Support for Women's Services and Programs

Generally, social services are a Provincial responsibility, however, the City plays an active role in facilitating and coordinating initiatives in areas of need and provides operating and capital grants to organizations which work with and provide supports to women.

- Food Policy Initiative
- City participates in Federal/ Provincial Justice Committee, reviewing legislation and policies on crime and safety

- Vancouver Agreement provides \$203,000 to support Us Moms food security program targeting single moms and their children
- Vancouver Agreement also funded \$187,000 to the Downtown Eastside food coalition to provide emergency food program
- The City's Community Services grants support the work of various non-profit organizations, to improve access and provide supports for women who are marginalized or experience disadvantage.
- The City has worked with a number of Departments to maintain and expand childcare services in the City and, in addition, City Childcare Grants help support and stabilize childcare centres.

.In 2004, the City's Community Services Grants program had an annual budget of \$3.4 million and provided grants to approximately 100 programs/organizations. Grants are modest in size, averaging \$30,000. There are 3 grant streams:

- Neighbourhood Organizations: primarily Neighbourhood Houses: \$552,000
- Organizational Capacity Building - 7 groups: \$164,000
- Direct Services approx. 80 groups – \$2,335,000
- Direct Services Grants totalling \$505,000 were approved to 14 organizations focussed on women/girls. (Direct Services Grants were also approved to 14 groups serving children/youth; 13 organizations serving families; 6 groups serving immigrants and refugees, 4 organizations working with people with disabilities, 14 seniors' groups and 12 other organizations.) Funded women's groups:
 - Battered Women's Support Services
 - Big Sisters
 - Downtown Eastside Women's Centre
 - Pacific Post Partum
 - Philippine Women Centre
 - Pacific Immigrant Resources
 - Real Power
 - Vancouver Rape Relief and Women's Shelter
 - Vancouver Status of Women
 - Vancouver Women's Health Collective
 - WISH Drop-in Centre Society
 - PACE (Prostitution Alternatives)
 - WAVAW
 - YWCA Crabtree Corner
 - YWCA Single Mothers Support Services

5. Employment

Employment is generally a Federal / Provincial responsibility, however the City is playing a role in coordinating delivery of training & employment services - this work is generally not women specific

- Vancouver Agreement employment strategy will have a special focus on women
- Vancouver Agreement/Downtown Eastside economic development strategy acknowledges the need to support women social enterprises
- Vancouver Agreement via Human Resources and Skills Development has provided \$200,000 in funding to Prostitutes Empowerment Education and Resource Society (PEERS) for an employment program as part of the exit strategy for youth who are involved in the sex trade

6. Provide Housing

The City's role is to co-ordinate Federal and Provincial funding; however, the City does contribute land and capital grants

- In 2001 there were 20,133 units of social housing in the city, accounting for about 8.5% of the city's housing stock. 37% of these are on City-owned land.
- The City has purchased land for women's housing projects (Mavis McMullen, Bridge, Entre Nous Femmes); provided capital grants toward Bridge Housing, the new Dunsmuir House (which includes a floor for women); and facilitated the approval process for various transition houses and second stage housing. The temporary women's shelter, the Umbrella, is in a building leased by the City.
- Almost 40% of the social housing in the City is for families with children and 36% for seniors. Several of the social housing projects contain child care facilities (City Gate, Mole Hill, Quayside).
- The availability of capital funding for additional housing is dependant on the Federal/Provincial governments.
- South East False Creek is planned as a family friendly community. Two thirds of the social housing will be for families. This is the location of the Olympic athletes' village, which will be turned into social housing after the Games.
- City regularly advocates for more funding, etc. City works with the Greater Vancouver Regional District (GVRD) (e.g. through Supporting Communities partnership Initiative (SCPI) to provide housing programs).

7. Support for Women Working in the Sex Trade

Most aspects of prostitution are in Federal and Provincial jurisdiction; Police are governed by Police Board which includes Mayor and 1 rep; the City and Vancouver Agreement (VA) foster a number of initiatives that respond to issues

- City provides Community Services Grants to Prostitution Alternatives Counselling Education Society (PACE), Women's Information Safe House (WISH)
- Vancouver Police Department – Confrontation management training

- Vancouver Agreement Women’s Task Teams – Women, Harm Reduction, Employment
 - Consultation with experiential women
 - Mobile Access Program
 - 24/7 drop-in center
 - Transitional housing for women
 - Women’s’ health services
 - Employment programs and social enterprises for women
- Public realm Improvement for community safety
- Community & Non-Government Organization support.

8. Drug Treatment

Capital and operating funding for detox and treatment are Provincial (Health Board) responsibility.

- However, the City has supported the 4 Pillar approach, has a staff position dedicated to developing and supporting 4 Pillars resources, and has facilitated development approval of Vancouver Coastal Health (VCH) resources (Contact Centre, Supervised Injection Site (SIS), Pender Health), and North American Opiate Medication Initiative (NAOMI) heroin trials. Pending project: new detox at SIS site.
- Vancouver Coastal Health provides a number of services for women, in co-ed settings. These include.
Withdrawal Management: Cordova Detox: 6 beds (out of 29); Vancouver Detox: 12 beds (out of 24); Daytox: approximately 40% are women. This % has been steadily growing as women hear that it is a safe place for them; and Home Detox: 60% (of the current 50 clients) are women.

Residential Treatment: *Pacifica* has 12 beds for stabilization/transition and a further 22 beds for intensive treatment/ therapy. The breakdown for the 12 beds last year was 68% female/ 31% male. For intensive treatment it was 42% female and 58% male. *Aurora:* only for women and is intensive residential treatment with 29 beds.

Support Recovery: *New Dawn:* 9 support recovery beds for women only. *New Day* has 9 beds for second stage (non-licensed) housing for women. *Homestead:* 12 support recovery beds for women. *Turning Point:* this is a 13 bed co-ed support recovery facility.(50% women).

Day Treatment: Family Services has an intensive women-only program. 64% of participants in all Family Services addictions programs last year are women.(n=237). Sheway works with very marginalized women who are pregnant, often using drugs. Methadone treatment is available and encouraged for women using heroin. Pre-natal care provided, etc. Vancouver Coastal Health’s

Community Health Clinics (CHC's) provide counselling, methadone, home detox, needle exchange. All services are available to and well used by women.
 Supervised Injection Site: The DTES Safe Injection Site has approximately 500 injections a day and 30% are injections by women.

9. Supporting Young Aboriginal Women

Primarily a Federal and Provincial mandate; in the past, City has provided coordination

- Vancouver Agreement/ Vancouver Police Department – Deter Identify Sex Trade Consumers (DISC) program and yards program that help to identify youths who are on the street and a large percentage are aboriginal girls, the DISC program also has a counselling component helping them to exit the sex trade
- Vancouver Police Department Commercial Drive initiative
- City participates in Youth Funders which has an aboriginal component.
- Vancouver Agreement table, working with Urban Native Youth Association on an Aboriginal Youth Centre
- City has initiated Storyscapes
- City provided land for Chief Dan George Centre
- City working with Urban Aboriginal Task Force
- Community grant to Urban Native Youth Association(UNYA)
- Vancouver School Board(VSB) funds aboriginal support workers and cultural initiatives
- Vancouver Police Department has an aboriginal woman on the Police Board and this year appointed 2 youth members to their diversity committee, one of which is a young aboriginal woman
- Through the Community Services Grants program the City provides contributions toward the salary of an aboriginal worker at Women Against Violence Against Women who works with aboriginal woman and teens around issues of sexual violence and assault. She does this work in the DTES and Grandview Woodlands area (connecting to Native Education Centre, WISH, Life Skills, UNYA & Britannia).
- The City also funds UNYA's aboriginal youth at risk worker who runs preventative programs for preteens.
- VSB has a dedicated staff person who focuses on aboriginal students needs, Jeff Smith. Social Planning has a part time aboriginal social planner, Kamala Todd, who has been working on specific projects such as the development of an aboriginal youth centre involving UNYA

10. Women Friendly Transit

Transportation is a Translink responsibility; City has 3 reps on the Board and has responsibilities for the local level infrastructure

11. Making Cities safer for Women

Safer City Task Force

In 1993, this Task Force made 182 recommendations directed at the City. 50% of these were identified as already being worked on. New initiatives which were consistent with Task Force recommendations included:

- Development and implementation of Crime Prevention Through Environmental Design (CPTED) analysis of new development
- Establishment of Community Policing Offices. Funding for operating grants transferred to Vancouver Police Department
- Ran Safer City Pilot projects in two neighbourhoods to address local safety issues (1994)
- Responded to recommendations re: integration of immigrants: publication of Newcomers Guide to Vancouver (5 languages); City Translation Policy being developed
- Development of bicycle routes

Ongoing work of Social Planning on youth at risk, development of services for seniors.

12. Expand Childcare

Childcare funding is a Federal and Provincial responsibility; however, the City secures childcare centres through development and provides modest grants to support non-profits; City also contributes to Provincial and National Childcare policy.

The City has an extensive childcare program with a Childcare Coordinator (see Social Planning website, Childcare Strategy). Briefly, City initiatives include:

- A number of new child care centres currently being developed
- City Childcare grants support the development, administration and operation of city-owned childcare and inner-city childcare. The City also has a bursary grant provided to childcare programs so they can assist families in need who might not be able to pay their full parent fee – also helps centres maintain full enrolment so they qualify for the maximum Provincial Childcare Operating Grant
- Total annual Childcare grants budget is approximately \$900,000
- There are City Capital grants for both City-owned and non-City owned facilities that are used to help develop social, cultural and childcare facilities. The total budget for the non-City owned facilities is \$500,000 for the period of 2003 – 2005. The budget for 2004 is \$150,000 for cultural, social service, childcare non-profit organization. City funding is limited to one third of the proposed cost of each capital project. The Capital grants budget for City-owned social, cultural and childcare facilities is \$ 2.2 million over the 3 year capital plan term ending in 2005. Of that, \$600,000 is committed for childcare projects but if warranted more money can be allocated.

- The Childcare Endowment Fund collects operating contributions from developers involved in major rezoning processes to ensure childcare facilities negotiated on these sites have operating dollars to help offset costs of providing infant/toddler care
- Note re: brainstorming idea of Build City and labour run child care - BC Government and Service Employee Union and the Canadian Union of Public Employees Local 15 represent many of the unionized childcare centres in Vancouver.
- There is a Joint Child Care Council with City/Park Board/School Board and community organizations to coordinate planning and support for childcare and achieve a 5% increase in spaces in two years
- City has hired a Child and Youth Advocate
- Numerous other initiatives include: national and local policy initiatives e.g. quality childcare, labour market study, research with UBC on child care policy, workshops for childcare organizations on financial sustainability and quality improvement planning, coordination of maintenance /repairs to City owned childcare, development of childcare “hubs”.
- As already mentioned, Council implemented an Inner-city Bursary Childcare Grant that is being used by childcare programs to help subsidize families and it is proving to be particularly helpful to newcomer families and single mothers both working and in school. Total Budget for this grant stream is \$165,00

Broader Legal Context

Canadian Charter of Human Rights and Freedoms

Gender equality is assured in Canada through Sections 15(1) and 28 of the *Canadian Charter of Rights and Freedoms*.

Section 15 Equality Rights: (1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability. (2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

Section 28 Rights Guaranteed Equally to Both Sexes

Notwithstanding anything in this Charter, the rights and freedoms referred to in it are guaranteed equally to male and female persons.

See the Charter at <http://laws.justice.gc.ca/en/charter>

Convention of the Elimination of All Forms of Discrimination Against Women

This United Nations Convention, to which Canada is a signatory, addresses women's equality worldwide as an international bill of human rights. Canada ratified the Convention in 1981 and as such is bound to take action to guarantee those rights. The Convention requires all signatories to take "all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men" (article 3)

See the Convention at www.un.org/womenwatch/daw/cedaw/econvention.htm

Beijing Platform for Action

In 1995, Canada adopted the *United Nations Platform for Action*, the concluding document of the United Nations World Conference on Women in Beijing . The Platform states that "equality between women and men is a matter of human rights and a condition for social justice and is also a necessary and fundamental prerequisite for equality, development and peace. A transformed partnership based on equality between women and men is a condition for people-centred sustainable development. A sustained and long-term commitment is essential, so that women and men can work together for themselves, for their children and for society to meet the challenges of the twenty-first century. "

See the Platform at www.un.org/womenwatch/daw/beijing/platform/index.html

APPENDIX C: RESOURCES FOR GENDER MAINSTREAMING

This strategy has drawn upon the gender equality initiatives of other progressive cities around the world, in particular the Canadian cities of Ottawa, Toronto and Montreal, and, internationally, cities such as London, Glasgow and San Salvador.

Two recent documents created by the Federation of Canadian Municipalities - *A City Tailored to Women: The Role of Municipal Governments in Achieving Gender Equality* (with the City of Montreal Femmes et ville Program in 2004); and *Increasing Women's Participation in Municipal Decision-Making: a resource kit* (2004) - provide the most comprehensive sources of references to these and other gender equality efforts in local governments around the world, and can be viewed at www.womenincities.org or www.fcm.ca

We also draw particular attention to the following links as useful sources of models and tools for gender equality:

- United Cities and Local Governments at www.cities-localgovernments.org
- Council of European Municipalities and Regions at www.ccre.org
- Greater London Authority at www.london.gov.uk

The United Nations Economic and Social Council (ECOSOC) defines gender mainstreaming as, “the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally and inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality”¹⁸.

At its simplest level, gender mainstreaming requires that we ask a series of questions to make visible the differences in the experiences of women and girls, men and boys, in their full diversity, and plan our actions to ensure that they do not perpetuate gender inequality. The City of Vancouver will ultimately develop its own gender mainstreaming tools and training to assist with the implementation of this strategy for gender equality; below we take a brief look at basic tools for gender mainstreaming.

Gender-disaggregated data

Gender disaggregated data is a critical starting point in the process of gender mainstreaming. Gender disaggregated data are statistics and other data that are gathered and analyzed on the basis of sex. Local governments regularly collect information that is disaggregated by other factors such as income, mother tongue, and age; having an accurate picture of the experiences and needs of the women and men in Vancouver will allow for more effective work.

¹⁸ See Federation of Canadian Municipalities (2004) *Increasing Women's Participation in Municipal Decision-Making: a resource kit* Page 45.

Applying a gender lens

A gender lens is simply a tool for looking at the different experiences and needs of women and men in the development of local government plans, policies and programs. Again, at its simplest level, it involves asking a series of questions.

In response to statutory requirements that all local governments within the European Union conduct gender mainstreaming, for example, the Royal Town Planning Institute (RTPI) in the UK developed a resource kit on Gender Equality and Plan Making. The resource kit shows how to incorporate a consideration of gender into planning and is based on a series of questions that can be used at any stage of the plan making process; it can be modified for program or policy development:

1. What are the different experiences and roles of women and men and/or boys and girls, which might affect:
 - a. The issues and problems which need to be addressed by the plan (program, policy, activity)
 - b. How women and men might benefit from a policy proposal
 - c. How the policy or proposal is implemented
2. What are the implications of these differences between women and men?
3. What are the implications for planning (program) policy?
4. What policy recommendations would help ensure gender equality?
5. Who will assume responsibility for implementation?
6. How will success be measured?

The following is an illustration of how the City of Cambridge (UK) applied the simple tool above to a request for rezoning from a company that wanted to relocate an office from a downtown site to a site in an outlying area.

1. What are the different experiences and roles of women and men and boys and girls, which might affect:
 - a. The issues and problems which need to be addressed by the plan
 - b. How women and men might benefit from a policy proposal
 - c. How the policy or proposal is implemented

Relevant statistics:

- 60% of office workers are currently women
- 80% of public transport users are female
- 30% of women have daytime use of a car

Other relevant data from surveys:

Surveys show that women have a need for more support facilities and more predictable journey times. What do women and men's organizations say about the proposals?

2. What are the gender implications?

An out of town office development would disadvantage those without a car, the majority of whom are women. It is also likely to make it more difficult for those with caring responsibilities (the majority of whom are women) to combine a number of different journeys in the normal day.

3. What are the implications for office development policy?

An office development policy needs to take account of how potential employees will get to work. A new out-of-town scheme would act as a magnet for further development and thus heighten the potential gender bias created by the policy.

4. What policy recommendations would be necessary to ensure gender equality?

A policy needs to be developed, which will ensure that women and men can both access new jobs. This may mean ensuring that public transport policies are put in place alongside the land-use allocations. If this cannot be achieved, then this kind of policy may need to be reconsidered and new office development concentrated around existing public transport hubs.

5. Who will be responsible for implementing the policy?

Local Planning Authority / Developer.

6. How will success be measured?

A good gender balance of employees commuting to different work locations. An increased use in public transport (and reduction in car use). Inclusion of on-site crèche facilities / nursery (or located near by).

For more information about the toolkit and RTPI see the website: www.rtpi.org.uk

Eligibility and Requirements for Council Advisory Committee Appointments

Application Criteria

- Applicants may not be employees of the City of Vancouver;
- Applicants must live or work in Vancouver, or have a significant body of experience with Vancouver issues;
- To apply to the Vancouver Public Library Board or the Peace and Justice Committee, you must be a resident of the City of Vancouver;
- Applicants must be able to demonstrate relevant experience OR knowledge, abilities and skills related to the mandate of the civic agency;
- Nomination by a community group working on issues related to the civic agency's mandate will be considered an asset;
- Applicants of all ages, genders, neighbourhoods, racial origins, income levels and sexual orientations, and persons with disabilities, are encouraged to apply, in order to appoint civic agencies representative of the broader community, and to address the issues of those communities;
- Ability to speak a second language will be regarded as an asset;
- Some knowledge of civic services/jurisdiction will be regarded as an asset;
- Applicants should be able to serve for the full term of the appointment;
- Other application criteria which apply to individual agencies are included in the agency descriptions.

Time Commitment

Time requirements vary among the civic agencies. Estimates of time demands are included in the description of each agency. Please review these estimates to ensure that you have sufficient time to devote to the City.

Remuneration

Successful candidates will serve without remuneration.