



OTHER REPORT

Report Date: July 15, 2010
Contact: Wendy Williams
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Meeting Date: September 23, 2010

TO: Standing Committee on City Services and Budgets
FROM: Women's Advisory Committee
SUBJECT: Women's Advisory Committee - 2009-2010 Annual Report,
and Plans for 2011

RECOMMENDATION

THAT this report be received for information.

CITY MANAGER'S COMMENTS

The City Manager submits the foregoing for INFORMATION.

PURPOSE

To provide Vancouver City Council with a report on the activities of the Women's Advisory Committee for the period of July 2009 to July 2010, and its plans until December 1, 2011.

BACKGROUND

The Women's Advisory Committee was established by Council on February 17, 2009.

Mandate/Objective

The Women's Advisory Committee is advisory to City Council. The mandate of the Committee is to implement the Gender Equality Strategy and, through doing so, enhance access to full participation in City services for women and girls.

Terms of Reference

- Provides advice and develops actions for the implementation of the "Gender Equality Strategy" (June 2005);
- Brings to City Council matters identified by it as requiring action by the City;
- Deals with any matters which may be referred to the Committee by Council;
- Produces an annual work plan with specific objectives by no later than March of each year, in consultation with its Council and staff liaisons, for distribution to Council and civic departments for information;
- Provides an annual report to Council on the status of implementation of the Gender Equality Strategy.

DISCUSSION

1. Guest Presenters

Names of Presenters	Subject
<u>September 2009</u> Alejandro Lopez, MA Candidate in Planning at SCARP at UBC Monica Kay, Equal Employment Opportunity Program (EEO)	International Good Practices of Gender Equality Strategies at the Local Level The EEO Program at City Hall
Dr Penny Gurstein, School of Community & Regional Planning at UBC	Research on Lone Mothers in Vancouver
<u>December 2009</u> Janet Weigand, Equal Voice	Increasing women in elected positions
<u>May 2010</u> Brian Godlonton, Fire and Rescue Services Carol Ann Young, Senior Social Planner City of Vancouver	Fire and Rescue Services plan to increase and retain women in this Service Child Care Conference
<u>June 2010</u> Jenn Dawkins, Firefighter and member of WAC	Event hosted by City of Vancouver Fire and Rescue Services for all female firefighters from Abbotsford to Whistler

2. Significant Activities:

- Hosted Herstory Cafe at City Hall October, 2009.
- Planning National Conference for June 2013, Engaging Women Transforming Cities.
- Established a Facebook page.
- Co-hosted, with Equal Employment Opportunity Program staff, International Women's Day at City Hall (March 8, 2010).

3. Future Directions

- Hosting National Conference for June 2013, Engaging Women Transforming Cities.
- Working in partnership with other City Advisory Committees such as 125th Anniversary Committee and the Bicycle Advisory Committee.
- Host the Canadian Women Voters Congress and the Women's Campaign School at City Hall, Fall 2010 or Spring 2011.
- Hosting Herstory Cafe October 2010.
- International Women's Day events at City Hall and at local community centres coordinated with the Park Board.

4. Work Plan

See Appendix A.

CONCLUSION

The foregoing information is presented to Vancouver City Council for information.

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Appendix A - Pages 1-18

Women's Advisory Committee Annual Work Plan 2010

Prepared by the Women's Advisory Committee 2009 -2011
July 7, 2010

TERMS OF REFERENCE

1. City Council Requirements

- That the Women's Advisory Committee (WAC) produces an Annual Work Plan with specific objectives by no later than March of each year, in consultation with its Council and staff liaisons, for distribution to Council and civic departments for information;
- That the Women's Advisory Committee produces an annual report to Council on the status of implementation of the Gender Equality Strategy.

2. Women's Advisory Committee Duties

- That the Annual Work Plan provides a comprehensive overview of the goals and objectives, and a tracking framework for actions and projects.
- That the Annual Work Plan help clarify, explain and measure the relationship between each objective and the following four Council priority areas:
 1. Homelessness and Affordable Housing
 2. Building Strong, Safe and Inclusive Communities
 3. Environment and Sustainability
 4. Creative Capital and a Growing Economy

ANNUAL WORK PLAN - TERMINOLOGY

3. Layout

- Goal: a general direction, broad, intangible, abstract, and can't be validated as is. '*Think of the word "go" it has no end*'.
- Objective: a specific action, narrow, tangible, concrete, and can be validated. '*Think of the word "object" you can touch it, it's there, it's actual, and it's finite*'.
- Actions and Projects: specifics on "how, who and when" the related objective will be carried out. The how to include working collaboratively with other Advisory Committees of the City of Vancouver where possible. Lists of resources, time schedules, project leads and budgets are also relevant.
- City Council Priorities: defines and describes how Women's Advisory Committee goals, objectives, actions and projects support and enhance Council's top four priority areas.
- SMART Analysis: All actions and projects must be: specific, measurable, attainable, realistic, and time-limited.

MEMBERSHIP

APPOINTED MEMBERS

Yael Blum
Rebeka Breder
Kasari Govender
Julia Marks
Mridula Morgan
Julie Norton
Miriam Palacios
Kaitlin Pelletier
Andrina Perry
Marion Smith
Wendy Williams

COMMITTEE LIAISONS

Councillor Ellen Woodsworth
Commissioner Loretta Woodcock, Park Board
Trustee Jane Bouey, School Board
Jennifer Dawkins, Fire and Rescue Services

Goals	Objectives	Actions and Projects	City Council Four Priority Areas	SMART Analysis
<p>GOAL 1 <i>Increased leadership, representation and participation of women and girls.</i></p>	<p>OBJECTIVE 1.1 Increased participation and representation in public office.</p>	<p>ACTION 1.1.1 (how, who, when)</p> <ul style="list-style-type: none"> • Work with the “Engaging Women Transforming Cities Forum 2013 Organizing Committee” to plan the 2013 Conference in cooperation with the FCM (Federation of Canadian Municipalities) meeting in Vancouver in 2013 <p>ACTION 1.1.2</p> <ul style="list-style-type: none"> • Partner with equality seeking organizations including Equal Voice, Women’s Campaign School, and Herstory Cafe to host events and projects <p>ACTION 1.1.3</p> <ul style="list-style-type: none"> • Increased partnership with other Advisory Committees 	<p>Building Strong, Safe and Inclusive Communities</p>	<p>Host Engaging Women Transforming Cities Conference in June, 2013</p> <p>Work with the FCM and their “Getting to 30%”: FCM’s Women in Municipal Government Program</p> <p>Support Equal Voice’s project “Getting to the Gate”</p> <p>Host Women’s Campaign School at Vancouver City Hall in the Fall, 2010</p> <p>Host Herstory Cafe at City Hall in October 2010,</p>

Goals	Objectives	Actions and Projects	City Council Four Priority Areas	SMART Analysis
				<p>as part of Women's History Month</p> <p>Host a page on Facebook</p> <p>Work with the Bicycle Advisory Committee on an event for Bike Week</p> <p>Work with the LGBTQ Advisory Committee on violence issues</p> <p>Work with Seniors Advisory Committee on housing issues</p>
	<p>OBJECTIVE 1.2 Increased participation and representation in senior management.</p>	<p>ACTION 1.2.1</p> <ul style="list-style-type: none"> Advocate for Gender Disaggregated Data in City Hall (report card) including senior management <p>ACTION 1.2.2</p> <ul style="list-style-type: none"> Build accountability agreement with departments and assist with design of simple report card 	<p>Building Strong, Safe and Inclusive Communities</p>	<p>At Vancouver City Council's annual International Women's Day (IWD) public event, WAC to ask staff from the Equal</p>

Goals	Objectives	Actions and Projects	City Council Four Priority Areas	SMART Analysis
				<p>Employment Opportunity Program to report on gender equality initiatives from each department</p> <p>WAC to Recruit person to design questionnaire in the Fall, 2010</p>
	<p>OBJECTIVE 1.3 Increased participation and representation in trades (including firefighters).</p>	<p>ACTION 1.3.1</p> <ul style="list-style-type: none"> Work with Vancouver Fire and Rescue Services to review recruitment and hiring processes for firefighters and provide input for increasing female firefighters 	<p>Building Strong, Safe and Inclusive Communities</p>	<p>Invite Brian Godlonton, Fire and Rescue Services, to WAC meeting</p> <p>Ongoing input from Jenn Dawkins, Firefighter and member of WAC</p>
	<p>OBJECTIVE 1.4 Celebrate women.</p>	<p>ACTION 1.4.1</p> <ul style="list-style-type: none"> Join 125 Celebrations Committee <p>ACTION 1.4.2</p> <ul style="list-style-type: none"> Celebrate IWD at City of Vancouver and throughout City in community centres and schools. 	<p>Creative Capital and a Growing Economy</p>	<p>WAC members Miriam Palacios, Marion Smith, and Loretta Woodcock, offered to join 125 Celebrations Committee</p>

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				<p>Submit names of women for Parks Board Remarkable Women Series for IWD 2011</p> <p>Strike IWD Subcommittee</p> <p>Work with Parks Board member Loretta Woodcock</p>
<p>GOAL 2 <i>Economic equality and opportunity for women and girls.</i></p>	<p>OBJECTIVE 2.1 Access to affordable, safe, quality housing.</p>	<p>ACTION 2.1.1</p> <ul style="list-style-type: none"> Search for information on most effective way to move the City toward more safe and affordable housing for women and girls <p>ACTION 2.1.2</p> <ul style="list-style-type: none"> Support the City of Vancouver in their lobby/advocating of a National Housing Program to include funding for co-ops and social housing <p>ACTION 2.1.3</p> <ul style="list-style-type: none"> Ask Vancouver City Council to support Federal Bill C-304, a National Housing Strategy, as a means to increase access to housing for families with children 	<p>Building Strong, Safe and Inclusive Communities</p> <p>Creative Capital and a Growing Economy</p> <p>Homelessness and Affordable Housing</p>	<p>City asked to hold briefing on housing initiatives in the Fall, 2010</p> <p>Ask Toronto's Women's City Alliance for a copy of their "Communities in Which Women Count - a report on women's experiences with City Services" in</p>

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				<p>Toronto, released June, 2010</p> <p>Ask women's housing advocates for a briefing on women's housing and shelter needs</p> <p>Councillor Woodsworth to ask City Council to Support "Bill C-304 -A National Housing Strategy" at the City Services and Budgets meeting on May 20, 2010, which was passed</p>
	<p>OBJECTIVE 2.2 Access to quality, affordable, inclusive, licensed child care in non-profit centres.</p>	<p>ACTION 2.2.1</p> <ul style="list-style-type: none"> City of Vancouver to articulate that child care is critical for women's full participation in civil society. <p>Action 2.2.2</p> <ul style="list-style-type: none"> Connect with the City of Vancouver's Joint Child Care Council 		<p>City hosted a Child Care Conference in May, 2010</p> <p>WAC member Tammy Findlay invited to City</p>

Goals	Objectives	Actions and Projects	City Council Four Priority Areas	SMART Analysis
		<p>Action 2.2.3</p> <ul style="list-style-type: none"> Endorse "15 by 15 Report: A Comprehensive Policy Framework for Early Human Capital Investment in BC" <p>Action 2.2.4</p> <ul style="list-style-type: none"> Support City of Vancouver in its lobbying efforts to the provincial government for access to affordable daycare 		<p>of Vancouver Child Care Conference</p> <p>Chair of WAC to thank City of Vancouver for its leadership on issue of child care and for its advocacy work with provincial and federal governments</p> <p>Post thank-you letters on WAC webpage</p>
	<p>OBJECTIVE 2.3 Work that pays a living wage.</p>	<p>ACTION 2.3.1</p> <ul style="list-style-type: none"> Advocate for the City of Vancouver to adopt a Living Wage Policy 		<p>Andrina Perry, WAC member, to write City Council to ask for a gender analysis of Living Wage</p>
<p>GOAL 3 <i>Create a safe city for women and girls.</i></p>	<p>OBJECTIVE 3.1 Creation of a shelter for women and children.</p>	<p>ACTION 3.1.1</p> <ul style="list-style-type: none"> Support shelter for women and children in Vancouver: Women's Advisory Committee endorses this City Initiative (as advocated by Walk 4 Justice) 	<p>Building Strong, Safe and Inclusive Communities</p>	<p>Ask City of Vancouver staff to provide update on this initiative</p>

Goals	Objectives	Actions and Projects	City Council Four Priority Areas	SMART Analysis
	<p>OBJECTIVE 3.2 The city will take action on violence against women and girls.</p>	<p>ACTION 3.2.1 - Ask for City endorsement and Committee support of the following:</p> <ul style="list-style-type: none"> • February 14, 2010, Women’s Memorial March for missing and murdered women in the downtown eastside • 16 Days of Activism Against Gender Violence • Support other marches, demonstrations and events which bring attention to violence against women. Timeline: done to date. <p>ACTION 3.2.2</p> <ul style="list-style-type: none"> • Contact Vancouver School Board to receive a list of educational programs offered on violence against girls and women. • Identify gaps in programs offered by Vancouver School Board • Contact Vancouver School Board with offer to help fill those gaps i.e. attitudes of young males, especially in media, video games. <p>ACTION 3.2.3</p> <ul style="list-style-type: none"> • Get student to take inventory of Equality Programs available for school aged kids and advocate for City to prioritize and fund Community Groups to fill gaps. <p>ACTION 3.2.4</p> <ul style="list-style-type: none"> • Better lighting to address safety issues <p>ACTION 3.2.5</p> <ul style="list-style-type: none"> • Do Gender Analysis of funding to groups to see if there is adequate funding for anti-violence work <p>ACTION 3.2.6</p> <ul style="list-style-type: none"> • Update City of Vancouver Safety Audit by assessing whether the Safety Audit is adequate, contact Ali Grant 	<p>Building Strong, Safe and Inclusive Communities</p>	<p>WAC members attended City Council meeting and spoke about need for 16 Days of Activism Against Gender Violence</p> <p>WAC member, Marion Smith, to contact School Board for information on their equality programs.</p> <p>WAC to compile list of gaps in Programs offered by Vancouver School Board</p> <p>Chair of WAC to write letter of gratitude and support to Vancouver School Board for efforts toward ending gender</p>

Goals	Objectives	Actions and Projects	City Council Four Priority Areas	SMART Analysis
		<p>ACTION 3.2.7</p> <ul style="list-style-type: none"> Ask City Council to request the Province for a public enquiry into the missing women from the Downtown Eastside 		<p>based violence and to offer our support and services in expanding those programs (Summer and Fall 2010).</p> <p>Contact Ali Grant to see if she can partner with WAC on updating City Safety Audit</p> <p>Councillor Woodsworth brought motion "calling for a Public Enquiry" to City Council, September 2009, which was passed</p> <p>Request from City Council a report on action taken from the Motion, passed September,</p>

Goals	Objectives	Actions and Projects	City Council Four Priority Areas	SMART Analysis
				2009, for a public enquiry into the missing and murdered women

Goals	Objectives	Actions and Projects	City Council Four Priority Areas	SMART Analysis
	<p>OBJECTIVE 3.3 To provide a safe, non-discriminatory workplace for women.</p>	<p>ACTION 3.3.1</p> <ul style="list-style-type: none"> • Invite Alexander Youngberg, President, CUPE 391, and Monica Kay, Director, Equal Employment Opportunity Program (EEO), to speak to WAC on the City's Harassment-Free Workplace Policy Timeline: 6 months • Advocate for City to fill any gaps identified by research and conversations with Monica Kay (Equal Employment Opportunity Program). For example: elected City Councillors are not protected by the Harassment-Free Workplace Policy <p>Action 3.3.2</p> <ul style="list-style-type: none"> • Invite Unions and City to provide data to go into WAC report card 		
<p>GOAL 4 <i>Ensure that gender is mainstreamed.</i></p>	<p>OBJECTIVE 4.1 That political education be offered to the public.</p>	<p>ACTION 4.1.1</p> <ul style="list-style-type: none"> • Speakers Series be offered with City officials, Women's Advisory Committee, experts on gender mainstreaming, budgeting, and auditing. (including a session on Proportional Representation) • Meet with City Manager and Mayor regarding the organization of the speakers' series to ensure senior management participation. <p>ACTION 4.1.2</p> <p>"Gender Lens for Dummies" - info sheet for department managers explaining briefly what a gender lens is and how to apply it.</p>		<p>International Women's Day</p> <p>Women's Herstory Cafe</p>

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	<p>OBJECTIVE 4.2 All City of Vancouver departments, task forces, and committees examine their work with a gender lens.</p>	<p>ACTION 4.2.1</p> <ul style="list-style-type: none"> Data Disaggregation - Advocate for Gender Disaggregated Data in City Hall (report card) <p>ACTION 4.2.2</p> <ul style="list-style-type: none"> Advocate for a Gender Audit of City policies/by-laws, and funding. (focus on intersectionality *) <p>Who: Ann Pederson, Olena Hankivsky (SFU), Monica Kay (EEO), City staff, Parks Board, advisory committees, women's groups (could do with a list of women's/feminist organizations in the city)</p> <p>Timeline: process of data disaggregation can begin any time; invite speaker on gender mainstreaming in organizations (gender lens only theme or possibly more in depth) with an intersectional analysis, contact Gillian Creese.</p> <p>* Intersectionality is a theory which seeks to examine the ways in which various socially and culturally constructed categories interact on multiple levels to manifest themselves as inequality in society. Intersectionality holds that the classical models of oppression within society, such as those based on race/ethnicity, gender, religion, nationality, sexual orientation, class, or disability do not act independently of one another; instead, these forms of oppression interrelate creating a system of oppression that reflects the "intersection" of multiple forms of discrimination.</p>	<p>Building Strong, Safe and Inclusive Communities</p> <p>Creative Capital and a Growing Economy</p>	<p>City to produce housing information, such as the design and delivery of rental units, using the gender lens and noting the needs of children and persons with disabilities</p> <p>WAC to invite all City Advisory Committees such as Persons with Disabilities Advisory Committee, LGBTQ Advisory Committee, Bicycle Advisory Committee, etc. to partner with us on this initiative</p>

Goals	Objectives	Actions and Projects	City Council Four Priority Areas	SMART Analysis
	<p>OBJECTIVE 4.3 That the City produces participatory gender budgets.</p>	<p>ACTION 4.3.1</p> <ul style="list-style-type: none"> Possible funding to groups or greater participation in consultation - consider options once we know more about the different models of gender budgeting. <p>Who: Miriam Palacios, Isabella Bakker (York University), UNPAC's Gender Budget Project in Manitoba ("Femme Fiscale"): http://www.unpac.ca/gender/index.html</p> <p>FAFIA; San Francisco Commission on the Status of Women: http://www.sfgov.org/site/cosw_index.asp?id=10848</p> <p>Guelph Ontario, participatory budgeting: http://www.oise.utoronto.ca/research/edu20/documents/PB_Guelph_PLS.pdf</p> <p>Porto Alegre Brazil, Awareness Campaign http://www.cipfa.org.uk/international/download/gender_booklet.pdf</p>		

Accomplishment Report 2009 - 2010

Goal	Objective	Action	Smart Analysis
<p>1: <i>Increased leadership, representation and participation of women and girls.</i></p>	<p>1.1 Increased participation and representation in public office.</p>	<p>1.1.1 Work with the “Engaging Women Transforming Cities Forum 2013 Organizing Committee” to plan the 2013 Conference in cooperation with the FCM (Federation of Canadian Municipalities) meeting in Vancouver</p> <p>1.1.2 Partner with equality seeking organizations including Equal Voice, Women's Campaign School, and Herstory Cafe to host events and projects.</p>	<p>National Committee meeting on Skype</p> <p>Councillor Woodsworth meeting with Standing Committee on Women's Issues at Canadian Federation of Municipalities in May 2010</p> <p>Local planning committee for the event started meeting in the spring, 2010</p> <p>Hosted 2009 Herstory Cafe in Council Chambers in October as part of Women's History Month</p> <p>Women's Campaign School in Vancouver City Hall in fall, 2010</p>
	<p>1.3 Increased participation and representation in trades (including firefighters).</p>		<p>Brian Godlonton, Fire and Rescue Services, briefed WAC members in May, 2010, on plan to increase women working</p>

Goal	Objective	Action	Smart Analysis
			<p>in Fire Services</p> <p>Jenn Dawkins, Fire Fighter and member of WAC, reported in June, 2010, on an event hosted by the City of Vancouver for all female firefighters from Abbotsford to Whistler</p>
<p><i>2: Economic equality and opportunity for women and girls.</i></p>	<p>2.1 Access to affordable, safe, quality housing</p>	<p>2.1.1 Search for information on most effective way to move the City toward more safe and affordable housing for women and girls</p>	<p>Marion Smith, WAC member, attended briefing session on City of Vancouver's Housing Initiatives in December, 2009</p>
		<p>2.1.2 Lobby City of Vancouver for funding for co-ops and social housing</p>	<p>City of Vancouver supported Councillor Woodsworth's motion to gain Support for "Bill C-304 - Homelessness and Housing" at the City Services and Budgets meeting on Thursday, May 20, 2010.</p>

Goal	Objective	Action	Smart Analysis
	2.2 Access to quality, affordable, inclusive, licensed child care in non-profit centres.	<p>2.2.1 City to articulate that child care is critical for women's full participation in civil society.</p> <p>2.2.2 Connect with the City of Vancouver's Joint Child Care Council</p> <p>2.2.3 Endorse 15 by 15 Report: A Comprehensive Policy Framework for Early Human Capital Investment in BC</p> <p>2.2.4 Support City of Vancouver in its lobbying efforts to provincial government for access to affordable daycare</p>	<p>City of Vancouver hosted Child Care Conference in May, 2010</p> <p>Carol Ann Young, Senior Social Planner, briefed WAC on Child Care Conference in May, 2010</p> <p>15 by 15 Report: A Comprehensive Policy Framework for Early Human Capital Investment in BC posted to City of Vancouver's Women's Advisory Committee webpage</p>
GOAL 3: <i>Create a safe city for women and girls.</i>	3.1 Creation of a shelter for women and children.	3.1.1 Support shelter for women and children in Vancouver: Women's Advisory Committee endorses this City Initiative (as advocated by Walk 4 Justice)	Marion Smith, WAC member, presented update on this initiative at the June, 2010, meeting