

Gender Equality Strategy

January 16, 2018

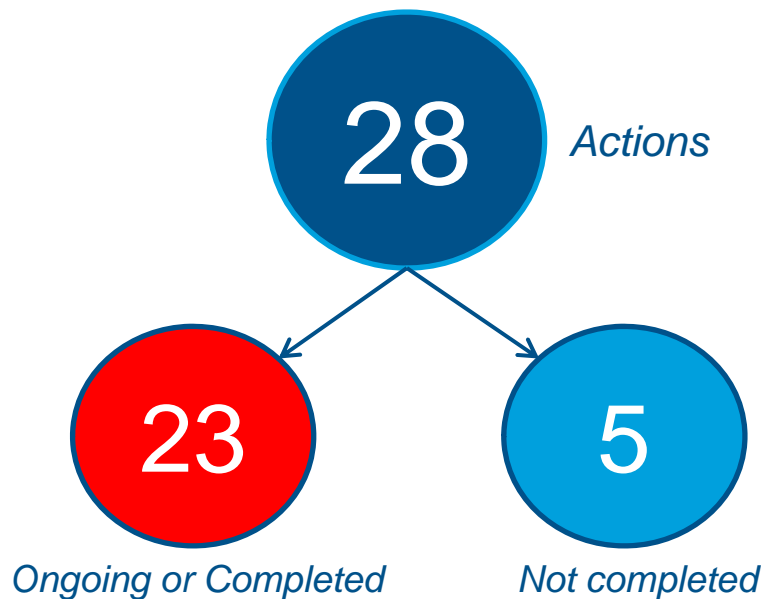


2016 Council Motion

THEREFORE BE IT RESOLVED THAT:

- Staff work with the Women's Advisory Committee to establish a process to **review the 2005 Gender Equality Strategy and update it**, with an eye to successful approaches, integrating more recently adopted policy such as that in Healthy City and the Mental Health and Addictions Task Force, and taking into account a change in national and provincial context.

2005 Strategy Review



Highlights

- Annual *International Women's Day* events
- Women's Advisory Committee
- Resources to support the safety, inclusion and well-being of women in the city

2005 Strategy Review

Learnings

- Ensure accountability for implementation
- Link to existing CoV goals
- Incorporate SMART goals
- Include regular progress reports

Strategy Update Process



Strategy **Sources**

Women's Advisory Cttee.

Formed in 2005, this committee is consulted and updated regularly.

Public Input

Surveys and public forums were held to test priorities and seek input.

Subject Matter Experts

16 organizations shared visions and ideas to improve status of women.

CoV Leaders

Senior staff provided input on recommended actions.

Research & Best Practices

35+ papers reviewed and 10+ cities studied.

CoV Initiatives

Complementary CoV strategies were identified to ensure alignment.

Women's Advisory Committee

3

working sessions
with WAC to
determine process,
test input, craft
strategy

7

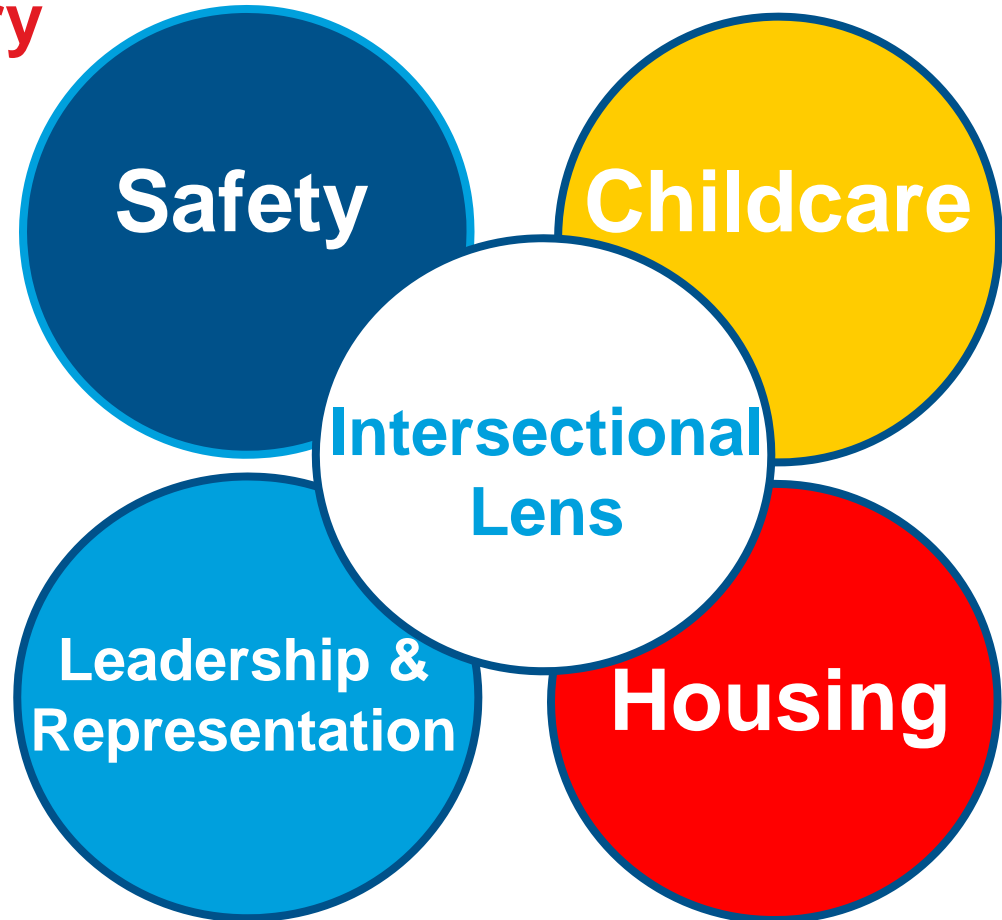
regularly-scheduled
WAC meetings attended
over the course of eight
months

3

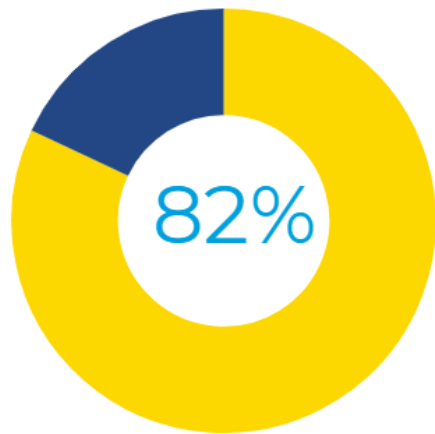
exploration meetings
with WAC sub-
committee chairs to
refine priorities

**Women's Advisory
Committee**

**Five
Priority
Themes**



Why it Matters Women & Caregiving



of Vancouver's
single parents

Number of hours
spent on childcare



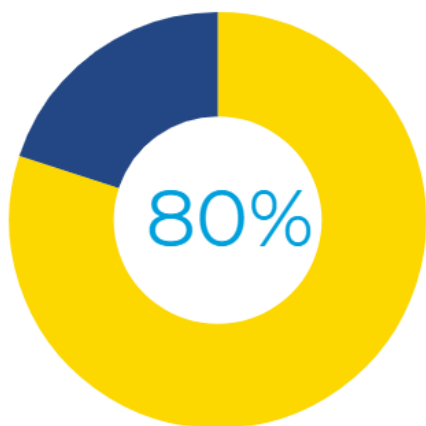
Vancouver's gender
employment gap

Sources:

Statistics Canada
Ministry of Social Development & Poverty Reduction

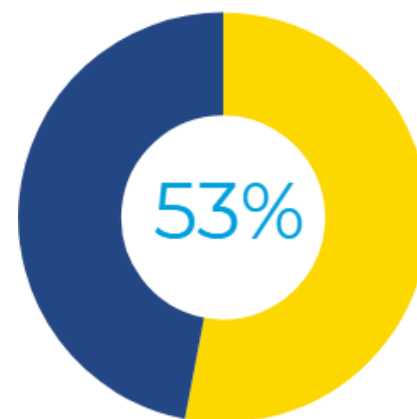
Why it Matters

Violence Against Women



of those who experience intimate partner violence

of those who leave domestic violence, reliance on food banks



of young women in Vancouver feel unsafe walking after dark

Sources:

Statistics Canada
Institute for Women's Policy Research
VCH - My Health My Community Survey

Why it Matters

Median Income

\$37,500

Vancouver's Annual Living Wage

\$36,900

Men's median income

\$29,800

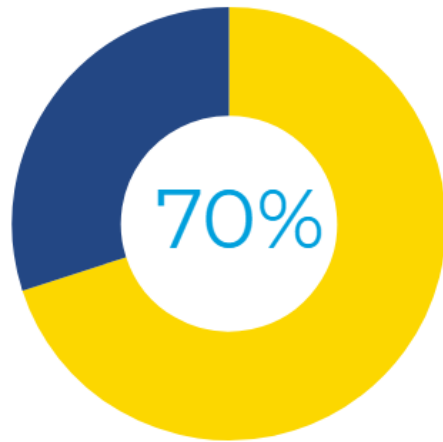
Women's median income

Sources:

Statistics Canada
Canadian Centre for Policy Alternatives

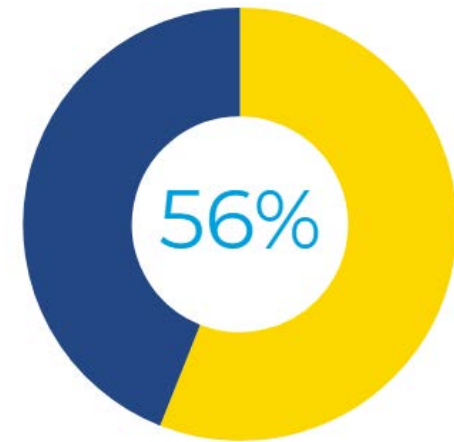
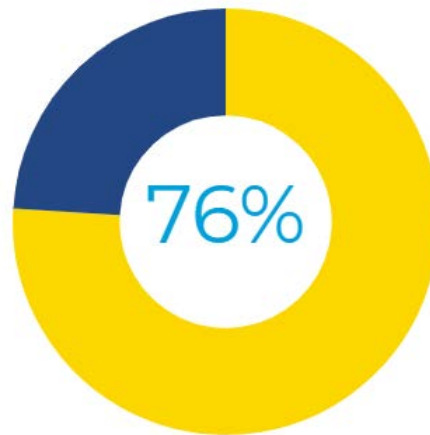
Why it Matters

Women in the Workplace



of minimum wage workers

of part-time workers



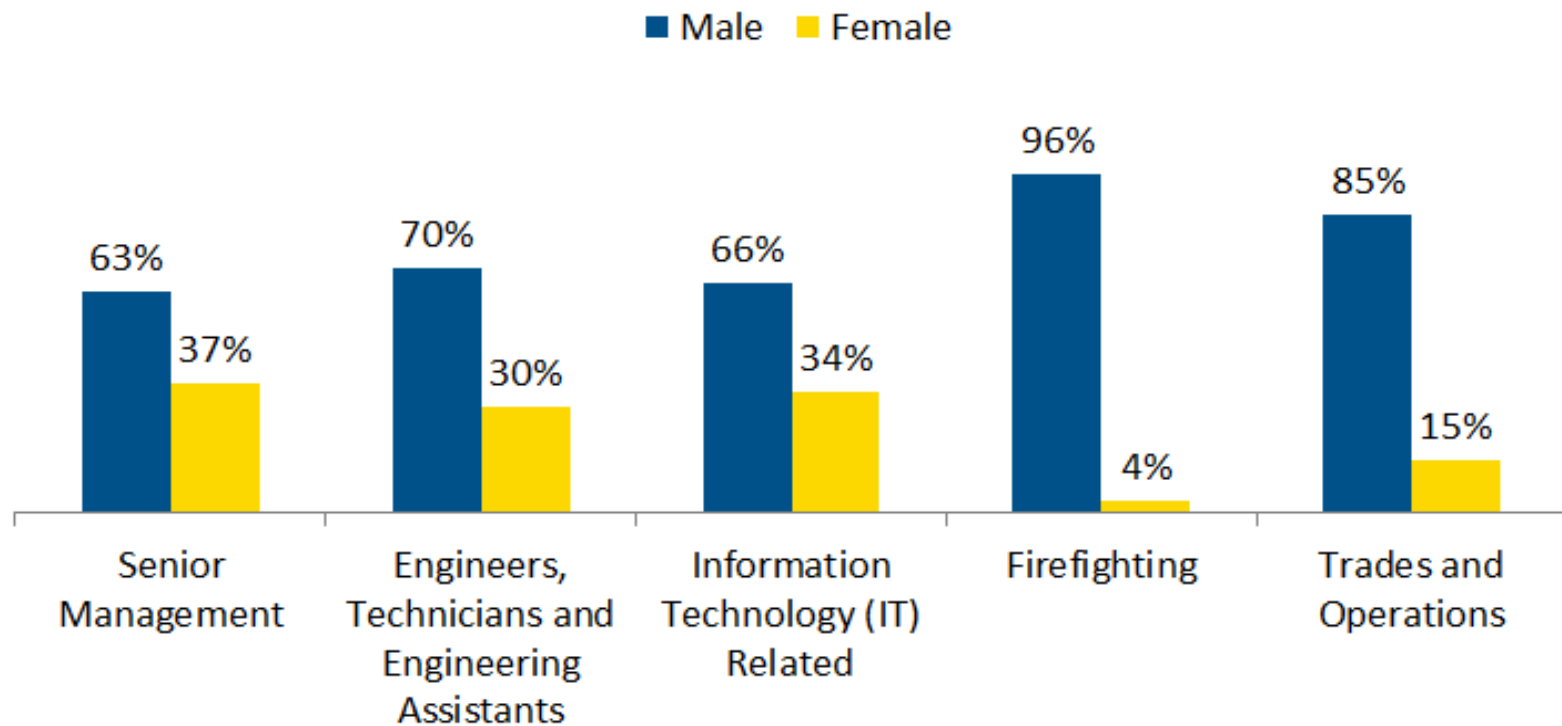
of workers in lower-paying occupations

Sources:

BC Federation of Labour, 2016
Statistics Canada

Why it Matters

Women in the Workplace (CoV)





Strategy Update

2018 - 2028

Overarching Framework

Healthy City Strategy

...where together we are creating and continually improving the conditions that enable all of us to enjoy the highest level of health and well-being possible.





Strategic Vision

Vancouver: A City for all Women - Women's Equity Strategy 2018-2028

The City is committed to making Vancouver a place where all women 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.*

Keeping
in mind...

Three levels of government focusing on these issues may provide additional opportunities and synergies for action in the coming years.



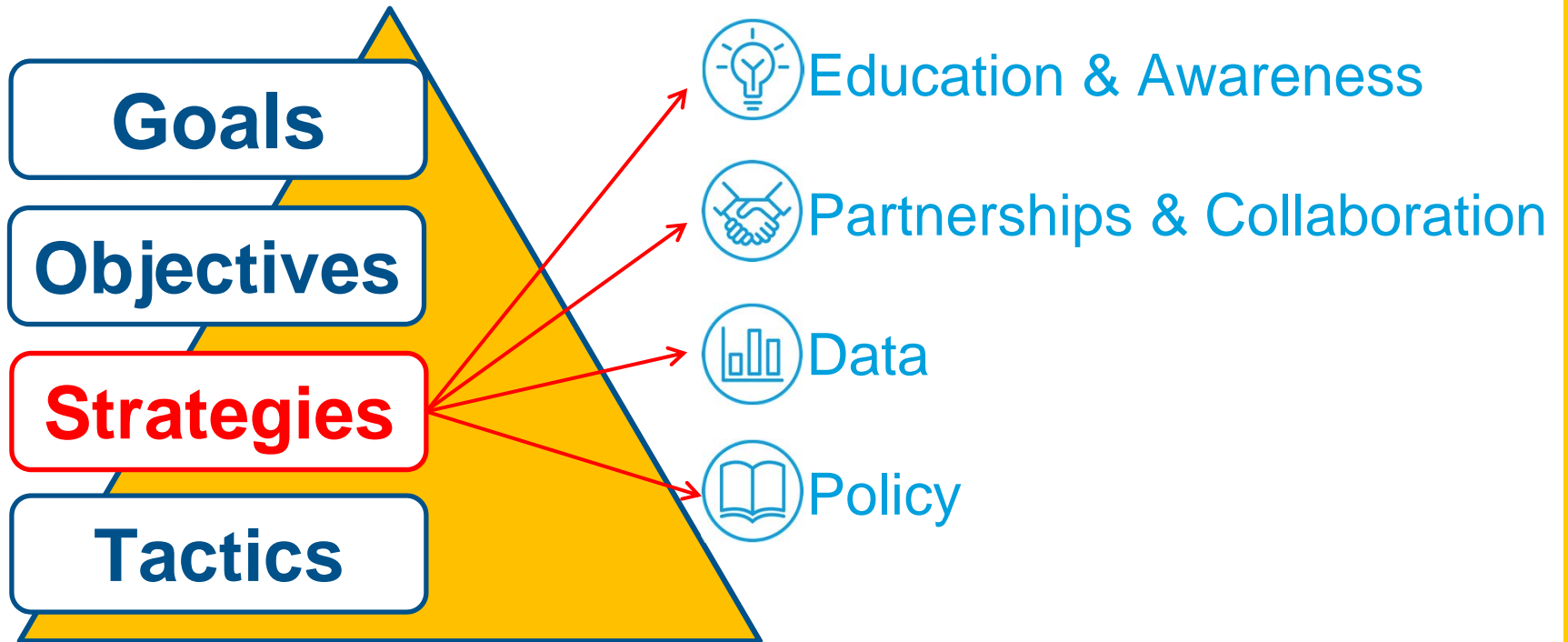
Framework Overview



Criteria for inclusion requires items that:

- *are S.M.A.R.T*
- *take in to context the evolving landscape*
- *are within City jurisdiction*

Framework Overview





Intersectional Lens

GOAL

*The City's decisions, programs, and plans are informed by an intersectional lens to ensure that **all** citizens have equitable access, inclusion and participation in community life.*

OBJECTIVE

In 2018, an intersectional framework will be established for City departments.

STRATEGIES



PHASE I – 2018/2019

Three actions spanning three depts.

Phase I Actions

1. Pilot intersectional framework.
Lead Dept: CS
2. Introduce application of an intersectional lens to senior staff through *Gender-Based Analysis Plus* training.
Lead Dept: HR
3. Bring forward to Council revised *Civic Assets Naming Guidelines* that include gender diversity.
Lead Dept: City Clerks



Safety

GOAL

Vancouver is a safe city in which women are secure and free from crime and violence, including sexual assault.

OBJECTIVE

*By 2025, women's sense of safety will be increased by at least 10%. **

STRATEGIES



PHASE I – 2018/2019

Four actions spanning six depts.

** Aligns with Healthy City Strategy*

Phase I Actions

1. Join UN Women's Flagship Initiative, *Safe Cities and Safe Public Spaces*, and conduct scoping study on women's safety.

Lead Dept: CS

2. Identify community partners and collaborate on annual public campaign to raise awareness of violence against women.

Lead Depts: HR & Comms



Phase I Actions

3. Update WAC annually on progress ensuring women's safety/needs in the neighbourhood planning & development process.

Lead Depts: PDS & ENG

4. Formalize senior staff coordination and oversight of inter-departmental response to critical issues in the DTES, including women's safety/needs.

Lead Dept: CMO





Childcare

GOAL

Women's full participation in the workforce and engagement in public life is supported by affordable and accessible quality childcare for children.

OBJECTIVE

*By the end of 2018, 1,000 new childcare spaces will be added from 2015 baseline.**

STRATEGIES



PHASE I – 2018/2019

Three actions spanning three depts.

* Aligns with Healthy City Action Plan, 2015-2018

Phase I Actions

1. Share input from strategy consultations for consideration in the City's updated Childcare Strategy.

Lead Dept: HR

2. Partner with senior levels of gov't to significantly increase affordable, quality childcare through creating new childcare spaces and replacing aging centres.

Lead Dept: CS



Childcare

Phase I Actions

3. Identify child-friendly provisions to accommodate participation by families with children at Council/Public Hearings at City Hall.

Lead Dept: City Clerks



Childcare

Housing

GOAL

A range of affordable housing choices is available for women of diverse backgrounds and circumstances...

OBJECTIVE

*72,000 new homes across Vancouver in the next ten years.**

STRATEGIES



PHASE I – 2018/2019

Three actions spanning two depts.

** Aligns with Housing Vancouver Strategy*

Phase I Actions

1. Identify how to determine extent of women's hidden homelessness to better understand its full scope.
Lead Dept: CS
2. Research integration of outreach role within Coordinated Access Centre to liaise with women-serving organizations and identify women in need of priority housing.
Lead Dept: CS



Phase I Actions

3. Share input from strategy consultations for consideration in implementation of City's Housing Vancouver Strategy.

Lead Dept: HR



Leadership & Representation

GOAL

The City will elevate the visibility, influence, representation and contribution of women in the organization...

OBJECTIVES

- *Effective immediately CoV will increase new hires for Senior Management roles to 50% women.*
- *By 2020, the proportion of female new hires in under-represented occupations will be increased by at least 5% over the 2017 baseline.*

STRATEGIES



PHASE I – 2018/2019

Five actions with one lead dept.

Phase I Actions

1. Sign Minerva BC's *Face of Leadership Diversity Pledge*, making a public commitment to support women's advancement in leadership. **Lead Dept: HR**
2. Develop/implement Breastfeeding Policy for City staff. **Lead Dept: HR**
3. Conduct focus groups with female staff in leadership and under-represented positions. **Lead Dept: HR**



Phase I Actions

4. Measure and publicly report annually CoV's workforce composition including positions & compensation.
Lead Dept: HR
5. Address potential bias in hiring process by training recruitment staff to recognize and mitigate unconscious bias.
Lead Dept: HR



Leadership &
Representation

Key Success Factors

- Alignment with Healthy City Strategy
- Business unit that leads each initiative
- Coordinated approach through cross-departmental action team
- Responsive to emerging opportunities

Council **Recommendations**

- **THAT Council** receive the review.
- **THAT Council** approve the updated strategy.
- **THAT Council** direct staff to provide a progress report in 2019 and outline next phase actions.
- **THAT Council** refer the report to VPL and VPD for information and support of the strategy.

Vancouver: A City for All Women

Women's Equity Strategy 2018-2028

