



## ADMINISTRATIVE REPORT

Report Date: April 9, 2019  
Contact: Anne Nickerson  
Contact No.: 604.873.7776  
RTS No.: 12960  
VanRIMS No.: 08-2000-20  
Meeting Date: May 29, 2019

TO: Standing Committee on City Finance and Services  
FROM: Chief Human Resources Officer  
SUBJECT: Interim Report - Women's Equity and Trans, Gender Variant and Two-Spirit Inclusion

### **RECOMMENDATION**

- A. THAT Council receive this report for information.
- B. THAT Council direct staff to send the report to the Vancouver Board of Parks and Recreation, Vancouver Public Library Board and Vancouver Police Department Board for information.

### **REPORT SUMMARY**

The City of Vancouver has a long standing commitment to equity, diversity and inclusion – comprehensively addressed for the first time in the Healthy City Strategy – and the City's work in these areas is increasingly woven into all aspects of City business. This report provides high-level context and brief background on the City's extensive efforts in these areas while highlighting two related strategies aligned under the Healthy City Strategy: the Trans, Gender Variant and Two-Spirit Inclusion Strategy (TGV2S) and the Women's Equity Strategy 2018-2028 (WES).

The Healthy City Strategy is the City's overarching social sustainability plan that places an emphasis on equity through its vision of a healthy city "for all". One of its guiding principles is that we apply both a universal approach as well as an intersectional lens to ensure we pursue initiatives that are both universal for all residents and focused on specific populations most vulnerable to inequities, including women. In other words, "achieving equality is not simply about treating individuals or groups in the same way, but may require the use of specific measures to ensure fairness".<sup>[1]</sup>

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<sup>[1]</sup> <https://canadacouncil.ca/-/media/Files/CCA/Corporate/Governance/Policy/CCA/CCAEquityPolicy.pdf>

Equity-related strategies, such as TGV2S and WES, have been adopted and their interests applied as lenses throughout many areas of the City's work, including housing, homelessness, and neighbourhood planning and design. The strong focus on equity, diversity and inclusion has also had a significant positive impact on how the City operates as an employer. These strategies and others have informed staff across all City functions to the importance of considering the diverse needs in all aspects of strategic and project planning, consultation, programming, and human resource development.

Although this report primarily focuses on initiatives born out of TGV2S and WES, staff recognize that these strategies are stepping stones in the larger journey to embed an intersectionality-informed equity-driven approach to all that we do. While the TGV2S and WES strategies identify barriers specific to women and the TGV2S communities, they illustrate the importance of continually learning and examining how the City can mitigate and avoid perpetuating barriers faced by all communities experiencing marginalized conditions.

### **COUNCIL AUTHORITY/PREVIOUS DECISIONS**

*\*Please note: These do not comprise a complete record of all previous decisions by successive Councils related to the issues in this report.*

#### **Canadian Coalition of Municipalities Against Racism and Discrimination**

**(CCMARD):** In 2010, the City of Vancouver joined CCMARD as a municipal partner in combating racism and discrimination and fostering equality and respect for all citizens. Effective May 2019, the name has been changed to the Coalition of Inclusive Municipalities.

#### **Preventing Sexual Exploitation and Protecting Vulnerable Adults & Neighbourhoods Affected by Sex Work: A Comprehensive Approach and Action Plan:**

In response to a July 2009 motion directing staff to report back on a strategy for the City to address the negative impacts of the survival street sex trade in Vancouver neighbourhoods September 2011, this action plan was approved by Council.

#### **“Report Back on Missing Women Commission of Inquiry and City Task Force on Sex Work and Sexual Exploitation”:**

In December 2013, Council adopted the report that included a direction to finalize the City's Sex Work Response Guidelines. These guidelines promote consistent, non-discriminatory, and respectful treatment of anyone engaged in sex work when accessing City services or interacting with City employees.

**Healthy City Strategy:** In 2014, the City adopted the Healthy City Strategy which sets out as one of its guiding principles that a “for all” and intersectional lens ensures we pursue initiatives that are both universal for all residents and focused on specific populations most vulnerable to inequities, including women. The strategy sets out goals reflecting social determinants of health that enable people to flourish and reach their full potential, as well as targets, including housing, ability to make ends meet, safety and inclusion and a good start for children. It is intended that other City strategies connect with its goals and targets for collective impact.

**Framework for City of Reconciliation:** In 2014, Council approved the Framework for City of Reconciliation which recognizes that reconciliation goes beyond just one community and must enhance opportunities and understanding of all communities.

**Recognizing Jim Deva's Legacy:** In 2014, Council passed this motion outlining the commitment to honour Jim Deva "on his life and legacy as a champion for LBTTQ equality, free expression and social justice" with an appropriate place or civic asset in the West End in his name.

**Supporting Trans\* Equality and an Inclusive Vancouver:** The July 2015 motion provided direction to staff to consult and report back on how the City could build on the work of the Vancouver Park Board and Vancouver Board of Education to make civic facilities, operations and programs safe and inclusive spaces for Trans\* and Gender-Variant communities. The motion also expressed Council's support of the passage of federal and provincial legislation ensuring Gender Identity and Expression are protected under the BC Human Rights Code, Canadian Human Rights Act and Criminal Code of Canada.

**Because It's 2016: Action on Gender Equality:** This motion included direction to staff to work with the Women's Advisory Committee (WAC) to review and update the 2005 Gender Equality Strategy, as well as undertake a review of City funding through Social Policy Grants and subsidized housing to ensure that funding enables equitable delivery of services for women and girls, particularly in the Downtown Eastside (DTES). The motion also adopted a Council policy that the number of women appointed to City advisory committees must be equal to or greater than 50%.

**Official Celebrations and Observances:** Council and staff recognize and value the contributions of Vancouver's diverse communities by observing internationally recognized days and significant events in our history. These include International Women's Day, Black History Month, International Day for the Elimination of Racism, National Aboriginal Day (now National Indigenous Peoples Day), International Day of Persons with Disabilities, the Vancouver Pride Parade, Chinatown Spring Festival Parade and the Vaisakhi Parade.

**Living Wage:** Effective May 1, 2017, the City became the largest city in Canada to commit to a living wage. As a certified living wage employer, the City is committed to paying its direct employees and contracted services employees a living wage. The City's Procurement Policy incorporates living wage standards for services purchased in support of City and Park Board operations.

**Accessibility Strategy:** On September 18, 2018, Council directed staff to begin the development of Phase 1 of an Accessibility Strategy in 2019 and report back to Council for approval of the outcomes. Council's direction included convening a task force appointed from representatives of the Persons with Disabilities Advisory Committee, Seniors' Advisory Committee, and the People with Lived Experience Advisory on Mental Health and Substance Use.

**Poverty Reduction Plan:** On December 5, 2018 Council passed a motion to advocate to the Provincial Government to develop and implement a provincial poverty reduction strategy.

**Establishment of Council Advisory Bodies, the Associated Terms of Reference and Diversity on Advisory Bodies Policy:** On March 5, 2019, Council voted unanimously in favour of establishing several Advisory Bodies, including the Women's Advisory Committee, Persons with Disabilities Advisory Committee, Lesbian, Gay, Bisexual, Transgender, Queer and Two-Spirit Advisory Committee and Urban Indigenous Peoples' Advisory Committee, to name a few. Council also adopted a policy titled 'Diversity on Advisory Bodies' that includes a requirement for gender diversity on all advisory bodies.

**Resilient Vancouver Strategy:** On April 23, 2019, Council approved the framework for Vancouver's first ever resilience strategy that provides a set of strategic objectives and actions to make Vancouver a safer, more inclusive and equitable place to live, work and play.

### ***CITY MANAGER'S/GENERAL MANAGER'S COMMENTS***

The City Manager recommends approval of the foregoing. Equity has been identified as a key priority across all of the City's strategies and initiatives. In 2014, the City of Vancouver became a City of Reconciliation, committed to working better together with First Nations and urban Indigenous partners, and has committed to working with equity-seeking ethnic communities who have experienced discrimination through the City's policies and practices. The Healthy City Strategy was approved the same year as a multi-partner social sustainability and equity-driven plan focused on long-term social development goals.

Although equity is sought through these initiatives and across the City's work, not all strategies currently define, measure, and implement equity in the same way – nothing comprehensively integrates and articulates clear goals to create consistent practice to address rising social, racial and income inequities in Vancouver. As part of the Healthy City Strategy, staff are currently developing an Equity Framework to address this gap. In addition, aligned with the work on the TGV2S and WES strategies outlined in this report, Council will receive updates in 2019 on the Healthy City Strategy and interconnected work, including City of Reconciliation, Poverty Reduction Plan, Resilient Vancouver Strategy and City Plan, all with a strong focus on intensifying efforts to reduce inequities in Vancouver.

### ***REPORT***

#### ***Background/Context***

This report provides background information and progress on two equity-related strategies: the Trans, Gender Variant and Two-Spirit Inclusion Strategy (TGV2S) and the Women's Equity Strategy 2018-2028 (WES). Both strategies contain ongoing actions determined in consultation with subject matter experts, staff and community stakeholders, such as Council Advisory Committees, and both leverage and support concurrent City initiatives and priorities wherever possible.

Actions under each strategy are organized by priority themes, also referred to as 'pillars' in the TGV2S Strategy, and are designed to improve and enhance equity, access and

inclusion. Certain themes, such as Leadership & Representation in WES, relate internally to the City's workforce while others, such as Community Consultation & Partnerships in TGV2S, focus externally on the community. Given their broad scope, the implementation teams for each strategy is comprised of staff leads from a wide range of departments including, but not limited to, Real Estate & Facilities Management (REFM), Arts, Culture & Community Services (ACCS), Human Resources, Planning, Development and Sustainability (PDS), Engineering Services, and Parks & Recreation.

While the Women's Equity Strategy and the Trans, Gender Variant and Two-Spirit Inclusion Strategy are but pieces of the extensive equity-related work undertaken by the City, they are nonetheless robust policies which demonstrate the City's steadfast and ongoing commitments to welcoming diversity, fostering inclusion and advancing equity.

### **Trans, Gender Variant and Two-Spirit Inclusion Strategy**

In response to Council's motion "Supporting Trans\* Equality and an Inclusive Vancouver" in July 2015, and after a year of extensive community input and consultant recommendations, the Trans\*, Gender Variant and Two-Spirit Inclusion Strategy was approved by Council in June 2016 (see <https://council.vancouver.ca/20160713/documents/cfsc6.pdf>). The strategy builds on the significant work initiated by the Vancouver Park Board in 2013 with the formation of their Trans\* and Gender Diverse Inclusion Working Group and subsequent report to the Board in April 2014 titled, "Building a Path to Parks & Recreation for All: Reducing Barriers for Trans\* & Gender Variant Community Members". <https://vancouver.ca/files/cov/REPORT-TGVIWorkingGroupReport-2014-04-28.pdf>

In the summer of 2016, staff moved forward to implement the recommendations approved by Council in June of that year. These included the establishment of a staff interdepartmental implementation team and a designated staff lead to develop a Trans\*, Gender Variant and Two-Spirit action plan. As per Council's direction, the implementation team also focused on executing the five 'Quick Starts', including staff training and updating single user washroom signage to reflect universal, functions-based designation.

Each subsequent year, departmental goals to achieve trans and gender variant inclusion have been identified for implementation. These have included determining partnership opportunities with BC Housing, BC Non-profit Housing Association, and TransCareBC resources to support inclusivity in public engagement planning and practices; updating writing guidelines to include gender neutral language; developing accessibility guidelines to include trans and gender variant communities; installing inclusive washroom signage in all city and city leased facilities; and applying trans, gender variant and two-spirit inclusion guidelines to all City-owned buildings. Human Resource policies and practices have been augmented to enhance trans and gender variant inclusion, both internally and externally; departmental practices and protocols have been modified to be accessible to and inclusive of trans communities. Extensive trans and gender variant awareness training has been provided to City staff and continues to be delivered (over 1,500 staff trained since January 2018). An internal communications plan and a webpage on the City's commitment to trans and gender variant inclusion was developed, along with a manager's brief and a FAQ for staff. The City's external webpages were augmented with further information on Trans Inclusion, including the declaration of 2018 as "The Year of the Queer" in recognition of decades of queer contribution to the artistic, cultural and

social landscape of Vancouver. <https://vancouver.ca/people-programs/lgbtq-community.aspx>

Staff report yearly to Council on both progress to date and next actions. A complete list of 2018/19 actions and their status are outlined in Appendix A.

<https://council.vancouver.ca/20170711/documents/rr3.pdf>

<https://vancouver.ca/files/cov/2018-07-09-supporting-trans-equality-and-an-inclusive-vancouver-rts-12526.pdf>

### **Women's Equity Strategy 2018-2028**

On April 6, 2016, Council passed the motion “Because It’s 2016: Action on Gender Equity” which included the following three directives:

- A. THAT Council formally adopt a policy that the number of women appointed to City advisory committees must be equal or greater than 50%;
- B. THAT Council direct staff to undertake a review of City funding through Social Policy Grants and subsidized housing prior to the 2017 granting cycle to ensure that funding and support enables equitable delivery of services for women and girls, particularly in the Downtown Eastside (DTES); and
- C. THAT Council direct staff to work with the Women's Advisory Committee to establish a process to review the 2005 Gender Equality Strategy (GES) and update it, with an eye to successful approaches, integrating more recently adopted policy such as that in Health City and the Mental Health and Addictions Task Force, and taking into account a change in national and provincial context.

Each of the directives have been completed and include the recently adopted “Diversity on Advisory Bodies” policy in March 2019, as well as the renewed Women's Equity Strategy 2018-2028 approved by Council in January 2018.

In conducting the update to the 2005 GES, staff worked closely with the Women's Advisory Committee, conducted public consultations, consulted with external and internal subject matter experts, gathered information from other municipalities, and conducted research into best practices and the social and economic conditions of all women living in Vancouver. Five prominent themes were identified, initially by the Women's Advisory Committee and then confirmed through input from the public and subject matter experts. The foundational theme of an “intersectional lens” was strongly identified as a framework that would enable a more thoughtful and thorough approach by defining how different types of discrimination can “intersect” and affect a person with cumulative effects. For example a woman facing gender discrimination may also face barriers of racial, ability, or class discrimination. This lens was applied to the four other priorities: safety, childcare, housing, and leadership and representation. The application of an intersectional approach or “lens” serves to strengthen City processes and inform decision-making to better mitigate the impacts of interacting social contexts.

In addition to best practice research and consultations with a wide variety of stakeholders, staff also met internally with departmental teams whose work directly related to the five themes. Through these consultations, staff sought to align goals and actions with existing work underway in other City strategies such as the Healthy City Strategy and the Housing Vancouver Strategy.

Vancouver: A City for All Women, Women's Equity Strategy 2018-2028 was presented to Council on January 9, 2018.

<https://vancouver.ca/docs/council/Women%27sEquityStrategy.pdf>

The WES identified a series of short-term Phase 1 actions to be completed in 2018-2019, with a recommendation that staff provide Council with a progress report in early 2020, with recommendations for Phase 2 actions.

To date there has been good progress with a number of key objectives in this strategy. This has included the City's partnership and collaboration with several internationally recognized initiatives including signing on to the Minerva Foundation's Face of Leadership™ Diversity Pledge and joining the UN Women's Global Flagship Initiative, *Safe Cities and Safe Public Spaces* to conduct a scoping study on women's safety (<https://vancouver.ca/files/cov/2018-07-09-acceptance-in-un-women-safe-cities-and-safe-public-spaces.pdf>).

As an employer, the City has set specific targets related to leadership and representation with the objective of increasing new hires for senior management roles to 50% effective immediately. The City has consistently been meeting this target since January 2018, with women representing 56% of all senior management hires in 2019 Q1. As well, the City has been focused on increasing the proportion of female new hires in under-represented occupations by at least 5 per cent over the 2017 baseline by 2020 (objective: 25%). The City is also making good progress towards this target with women representing 27% of the hires into under-represented occupations in 2019 Q1.

A complete list of 2018/19 actions and their status are outlined in Appendix B. Staff are expected to report back to Council early 2020 with progress on Phase 1 actions and further recommendations.

### **Strategic Analysis**

A great deal of work has been accomplished as part of these two equity-related strategies, TGV2S and Women's Equity, and many actions are ongoing. Active consideration of next steps is also underway and staff are looking forward to consulting with the newly appointed members of related Advisory Committees to Council, such as the Women's Advisory Committee and the LGBTQ2+ Advisory Committee, starting in June 2019.

Highlights from the TGV2S Strategy are extensive with a number of important actions and objectives having been completed over the last several years. This includes new washroom signage at City owned and leased facilities to reflect universal, functions-based designation, updates to grants priorities to reflect TGV2S inclusion, broad consultation on TGV2S data collection, where needed, and ongoing training for managers and staff. As an example of the latter, over 1,000 Engineering Services' employees received training in 2018 as part of crew talks on 'Building a Respectful Workplace' and more staff training is planned for 2019. In 2017, the Park Board received

special program approval from the B.C. Human Rights Tribunal to hire two part-time positions restricted to transgender or gender variant individuals.

Related and ongoing TGV2S Strategy work includes:

- The City proclaimed 2018 as Year of the Queer, in celebration of queer contributions to the artistic, cultural and social landscape of Vancouver. The launch event in May included LGBTQ2+ community booths and a panel discussion featuring local leaders.
- Planned for 2019, consultation with sex work community – including peers, key stakeholders and the trans and gender variant communities – through both individual and group consultations. Engagement will contribute towards the creation of a comprehensive municipal sex worker safety plan to inform interdepartmental projects and community partners.
- Planned for 2019, Park Board staff to update gender options on their Activenet registration system so that gender is not required for registration.
- Exploration as to the feasibility of a joint partnership with BC Housing is underway including convening partners and stakeholders with lived experience to develop TGV2S housing priorities and identify opportunities, including TGV2S youth and sex workers; piloting support programs at existing supportive housing sites; and piloting a TGV2S-focused winter shelter site and review of winter shelter policies and protocols for Trans, Gender Variant and Two-Spirit inclusion.
- Affordable Housing and Homelessness Services are in process of compiling TGV2S best practices and procedure guidelines for supportive housing providers.
- Significant work internal to the City continues to progress including a tip sheet on how to report out on gender in consultation reporting, compiling an inventory of staff forms which provide only binary categories when asking for gender and developing related guidelines on interpersonal communications for customer service staff in Park Board, including cleaners, instructors and program assistants.

The Women's Equity Strategy 2018-2028 is currently in the second year of 2018/19 Phase 1 actions. In addition to the ongoing work under Intersectional Lens, Childcare, Housing, Women's Safety and Leadership and Representation, there has been a tremendous amount of related work taking place. This includes, but is not limited to, the following:

- The City has partnered with Women Transforming Cities (WTC) and the Canadian Research Institute for the Advancement of Women (CRIAW) on a three-year research project "Action on systemic barriers to women's participation in local government". The project is funded by the Status of Women Canada (now the Department for Women and Gender Equality). The Memorandum of Understanding outlines steps for sharing research and data, and conducting a survey with women in leadership within the City.

- Since 2017, the City has participated in Canadian research by McKinsey & Company on women in leadership. In both 2017 and 2019, the City's senior staff were invited to complete McKinsey's 'Women Matter' survey. The findings from 2017 provided valuable insights into how the City can improve inclusion of all women in its senior leadership ranks and the 2019 results are expected in June. Findings from this survey, as well as those from WTC, will provide important input into the formation of next actions under the priority theme of Leadership & Representation in WES.  
<https://www.mckinsey.com/featured-insights/gender-equality/the-power-of-parity-advancing-womens-equality-in-canada>
- In December 2018, Vancouver Fire and Rescue Services (VF&RS) hired a temporary full-time Assistant Chief Recruitment, Outreach, Diversity & Inclusion with a mandate to increase workforce diversity. This year, VF&RS has hosted two workshops for women specifically. In 2018, VF&RS conducted 25 information sessions with 1,042 attendees, 41% of which were female. This was a 20% increase from 2017. VF&RS also promotes diverse recruitment by attending community events (three to date in 2019) and career fairs (four to date in 2019). VF&RS offers recruitment coaching for interested female applicants and this approach has worked well to create a personal connection and maintain those relationships. Twenty-four female applicants have benefitted from this coaching to date in 2019.
- Engineering Services' Diversity and Inclusion Working Group is tasked with development of an action plan for the Department. A Plan has been drafted that focuses on both bringing more diverse staff into Engineering, while retaining existing staff through interventions which support an enhanced employee experience, career development and opportunities. Efforts to foster a diverse team have supported differing viewpoints and conversations at the staff level around policy decisions and infrastructure investments, and provided an opportunity to pilot more targeted efforts as the Action Plan is implemented.
- Staff positions were hired in Arts, Culture and Community Services (ACCS) as a result of the recommendations arising from the Missing Women Commission of Inquiry (2013). The City takes a comprehensive approach to issues related to sex work that include sex worker and community safety, the prevention of exploitation, and to support opportunities for exiting. Current activities include: the creation of a model for engagement on sex worker safety that is city wide in scope and inclusive of the diversity of people engaged in sex work and non-profit organizations advocating for sex worker safety; developing a Hastings-Corridor sex worker safety plan; scoping spaces for a Kingsway drop-in centre and overdose prevention services; prioritizing Indigenous women impacted by the overdose crisis; and working interdepartmentally to decrease impact of development on sex workers and effected communities. Staff will continue to build relationships with key stakeholders to continue to address the Missing Women Commission of Inquiry and interim Missing and Murdered Indigenous Women and Girls Inquiry recommendations.

- ACCS staff are reviewing the Red Women Rising Report created by the DTES Women's Centre that documents the lived experiences of Indigenous women in the neighbourhood along with other data, and will review the final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls and assess potential City responses.
- ACCS, as a priority action of the Healthy City Strategy and Women's Equity Strategy, is developing an intersectionality resource guide as a key toolkit for the City's Equity Framework implementation, demonstrating how to apply equity approaches to processes, policy-making and plans. Opportunities to align the Racial and Ethno Cultural Diversity Advisory Committee with the Women's Advisory Committee in this work provides a unique opportunity to build on intersectional approaches to equity initiatives, including anti-black racism and decolonization.
- In response to a 2018 Park Board motion to increase female participation in sports, staff are actively engaged in the Girls and Women Advisory group with Via Sport and are planning in 2020 to update the Park Board facility allocation policy with a lens to inclusion.
- Women Deliver, the world's largest conference on gender equality and the health, rights and wellbeing of girls and women, will be held in Vancouver June 3 – 6, 2019. The conference provides the City with an opportunity to highlight our commitment to women's equity and to advance the goals included in the Women's Equity Strategy and City of Reconciliation. The conference will provide meaningful opportunities for City staff to learn and engage with others on a global scale, as well as to raise the strategic profile of gender equity initiatives within the City. Women's equity programming will occur before, during and after the conference. This includes an exhibit to showcase WES and spread awareness of the City's ongoing work; a "Show and Shine" Family Event at Manitoba Works Yard with a recruitment/career fair component focused on attracting female candidates in under-represented positions, such as trades and operations, at the City; a workshop for the UN Safe Cities Scoping Study; a mock Council event for young women; and a Women in Disasters and Resilience Planning speaker series/ dialogue. More information about the City's programming and events in support of the Women Deliver Conference is provided in Appendix C.

### ***Public/Civic Agency Input***

Several of the Advisory Committees to Council have provided invaluable input and feedback to the development of the Women's Equity Strategy and the Trans, Gender Variant and Two-Spirit Inclusion Strategy, including the Women's Advisory Committee, the LGBTQ2+ Advisory Committee and Park Board's Trans and Gender Variant Steering Committee. This consultation will continue as staff consider priorities and next steps for each strategy.

## ***Implications/Related Issues/Risk***

### ***Financial***

The implementation of the Women's Equity Strategy and Trans, Gender Variant and Two-Spirit Inclusion Strategy is being supported within the 2019 approved operating budget. There are no net additional financial implications.

## **CONCLUSION**

The City of Vancouver continues to demonstrate its commitment to equity and diversity related work. The City values diversity as a source of strength – both as an important provider of public services and as a large employer in the region. Within the community, the City has an important role to play in ensuring the diverse needs of a variety of stakeholders are met while recognizing the systemic barriers that continue to be faced by communities experiencing marginalized conditions. Internally, the City has also demonstrated its commitment to a respectful, inclusive workplace through a variety of employment related initiatives and programs.

This report highlights the extensive work underway on women's equity and trans, gender variant and two-spirit inclusion. Staff will continue to update Council annually on the robust set of ongoing actions in each strategy. It is important to recognize that the work underway here runs parallel to a number of other strategies and serves as just examples of a much broader and more comprehensive focus on equity that is underway across all City departments. Integrating an intersectional approach is now understood to be fundamentally important to instilling equity related principles through all the work the City does. Efforts in this regard will continue throughout the coming year with the development of an equity framework and intersectional lens.

Staff will continue their work on wide variety of equity related initiatives over the coming months and will continue to look for ways to ensure this work is integrated and is producing effective, measurable outcomes.

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**Appendix A: Trans, Gender Variant and Two-Spirit Inclusion Strategy 2018/2019**  
**Detailed Action Update**

**Pillar 1: Public Spaces, Facilities + Signage**

**1.1: In 2018-2019, install new washroom signage at all leased facilities where City staff work**

- **City facilities – Complete** - 21 community centres have new signage, and another six will be completed by end of April.
  - 79 Park Fieldhouse Washrooms are being completed by end of June.
  - PNE and Marine Gateway 14th and 15th Floor (Single stall Universal washroom), Marine Gateway 11th, 14<sup>th</sup> & 15th Floor (Multi stall Men-Women Washroom) (7 Signs) West Annex (9 Signs) Echelon Centre (11 Signs), E-Comm Centre (5 Signs) will be completed by May- June, 2019.
  - **Board of Parks & Recreation - Complete:** Inclusion of TGV2S communities in **VanPlay MasterPlan** to guide Parks and Recreation for the next 25 years.
  - Universal and gender-neutral washroom signage is now standard across all facilities with swim and fitness programming is available as a safe space for the Trans, Gender Diverse and Two-Spirit (TGD2S) communities.

**1.2: Continue to leverage influence with city spaces/ landlords not owned or operated by the City**

- **Complete** - Currently, the City of Vancouver Building By-Law requires providing at least one universal toilet room in any building or occupancy. Gender neutral washroom requirements and provisions for unisex toilet rooms in assembly, business, mercantile and industrial occupancies have been introduced into the current edition of the VBBL.

**Pillar 2: Programs + Services**

**2.1: Pilot TGV2S competency training with staff in Non-Market Housing Operations**

- **Complete** - Non-Market Housing Operations Residence Managers completed a Transgender Persons Inclusion Workshop facilitated by TransFocus Consulting on November 21, 2018.

**2.2: Explore feasibility of a joint partnership with BC Housing to:**

- a) **Leverage City land and/or processes to facilitate access to TGV2S-focused, inclusive housing programs**
- **In progress** - Most recent RFP for operator of non-market, City-owned housing included a section on equity consideration with respect to the City's priorities for housing. This list included TGV2S housing equity considerations.
  - b) **Convene partners and stakeholders with lived experience to develop TGV2S housing priorities, including TGV2S youth and sex workers, and identify opportunities**
- **In progress** – Next steps include consultations with Stakeholders with lived experience - housing priorities for the community, need community representatives

**c) Pilot support programs at existing supportive housing sites**

- **In progress** – Engaging with Temporary Modular Housing non-profit building operators, supportive housing operators on existing practices and how to create, update TGV2S policies

**d) Pilot a TGV2S-focused winter shelter site and review winter shelter policies and protocols for trans, gender variant and two-spirit inclusion**

- **In progress** – Engaging non-profit shelter operators on existing practices and how create, update TGV2S policies at temporary winter shelter sites. Next steps include exploring the feasibility for TGV2S initiatives with BC Housing Operations, and continued request for TGV2S focused winter shelter, including a request for a pilot support worker.

**Related:**

- Presented to Development Branch of BC Housing Fall 2018 for TGV2S interests.
- ACCS, Affordable Housing & Social Policy, included request for a consultant for TGV2S policy and procedure formation as part of capital grant funding request.
- ACCS, Affordable Housing and Homelessness Services, is in the process of compiling best practices and procedure guidelines. Some supportive housing providers are ahead of the curve, but there is room for large scale sector growth, to create a coordinated approach and policies.

**2.3: Incorporate TGV2S inclusion priorities into the Housing Vancouver Strategy 3-Year Action Plan**

- **Ongoing**

**2.4: Incorporate TGV2S inclusion priorities in the development of the Creative City Strategy**

➤ **Complete:**

1. Creative City Strategy funded a Host Your Own Engagement Grant to the frank theatre
  - a. Current state: limited creation and presentation led by trans and queer artists; even more limited for Black, Indigenous and Persons of Colour (BIPOC) and/or gender diverse artists with disabilities.
  - b. Recommendations:
    - i. Prioritize queer + trans artistic leadership + mandated organizations
    - ii. Support the development of strategic funding for queer + trans artists
    - iii. Facilitate partnerships with queer + trans leaders and mainstream production partners
    - iv. Improve representation of queer + trans artists on selection panels
    - v. Support cultural spaces for queer + trans-mandated arts and culture organizations.
2. Applied a TGV2S lens in selection for grant selection panels and Creative City Strategy contractor and panelists.

### **Pillar 3: Human Resources**

#### **3.1: Encourage senior staff to include preferred pronouns in their email signature**

- **Complete:** Internal Communication division of Corporate Communications sets approved corporate standard for all City of Vancouver (CoV) staff for setting their Outlook email signatures and how we present our corporate contact information on email. It now recommends as optional to include preference for gender pronouns: they/their/theirs, she/her/hers, he/him/his. Many staff has already incorporated gender pronouns in their e-mail signatures.

#### **3.2: Review and refresh the City's careers webpage to reflect trans, gender variant and two-spirit inclusion, such as photos**

- **Ongoing**

#### **3.3: Compile an inventory of staff forms which require gender, such as ESAF, and identify those that only provide binary categories**

- **In progress** - An inventory of staff forms, both internal and from external benefits providers that require gender information are being mapped out.

#### **3.4: Continue to deliver related awareness training to staff, both in-class and online**

- **Ongoing** - Trans awareness training continues to be delivered as standalone training, and as part of respectful workplace workshops and crew talks to City staff. Over 1500 staff were provided with Trans Awareness training since January 2018.

#### **3.5: Park Board - Develop related guidelines on interpersonal communications for customer service staff, including cleaners, instructors and Program Assistants**

- **In progress** - Information sheets and video modules in development.

### **Pillar 4: Communications + Data**

#### **4.1: Compile tip sheet for staff on how to report out on gender in their consultation reporting. Incorporate tip sheet in the broader engagement toolkit**

- **In progress** - An agreement has been reached on how and when gender information will be asked across City departments and functions. Communication strategy and tip sheet for staff are under completion.

### **Pillar 5: Community Consultation + Public Partnerships**

#### **5.1: Share progress update and next phase actions with relevant City Advisory Committees**

- **In progress** - The LGBTQ2+ and Urban Indigenous Peoples Advisory Committee (UIPAC) Advisory Committees are in the process of being re-established. A progress update will be shared with the two committees, when appointed.

Furthermore, In March 2019, Council adopted the Diversity on Advisory Bodies policy which mandates that the proportion of members representing equity-seeking groups on

advisory bodies be equal to or greater than 50%. Accordingly, to ensure that the demographic composition of advisory bodies better reflect the diversity of the residents in the city, Council is required to identify and appoint applicants from equity-seeking groups, including those facing collective marginalization as a result of race, gender, sexual orientation and other intersections. To facilitate efforts in achieving the policy's targets, applications to serve on advisory bodies for the 2019 – 2020 term have been revised to allow applicants to provide self-identified information including gender, disabilities, sexual orientation and others.

**5.2: Develop a toolkit on best practices for inclusivity, including a set of public engagement resources to support a standardized process to plan engagement activities**

- **In progress** - Accessibility guidelines for inclusive public engagement are already available. Additional guidelines for enhancing inclusivity are under development.

**5.3: Host a Lunch and Learn session for staff who host engagement events on how to engage members of the Trans, Gender Variant and Two-Spirit community**

- **In progress** - A lunch & learn session for Public Engagement staff is being planned in the near future.

**5.4: Park Board – Partner with LGBTQ2+ Advisory Committee in organizing a Two-Spirit Pre-Pride event at the Vancouver Aboriginal Friendship Centre.**

- **Complete**

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## **Appendix B: Women's Equity Strategy Phase 1 2018/19 Detailed Update**

### **Priority 1: Intersectional Lens**

**Objective: In 2018, an intersectional framework will be established for City Departments.**

1.1 Pilot Intersectional Framework.

- **In progress:** Consultants have been hired and are currently developing an intersectional framework. Staff focus groups are scheduled for May of 2019 as part of the development process.

1.2 Introduce the application of an intersectional lens to senior staff through GBA+ (Gender-Based Analysis +) training offered through Status of Women Canada.

- **In progress:** Senior staff will be receiving gender-based analysis plus training at its regular meeting in November 2019.

1.3 Bring forward to Council revised Civic Assets Naming Guidelines that include gender diversity.

- **In progress:** This action falls under the work currently underway with the review of the Commemorative Naming Policy. The Civic Asset Committee will be consulted during this review and gender diversity will be one of the criteria to be considered. It's expected that the review and recommended Policy updates will be presented to Council in the near future.

### **Priority 2: Safety**

**Objective: By 2025, women's sense of safety will be increased by at least 10 per cent.**

- This objective is aligned with the Healthy City Strategy. The progress towards this objective will be measured based on data in the My Health My Community Survey (see [www.myhealthmycommunity.org](http://www.myhealthmycommunity.org)). The next survey is scheduled during 2019.

2.1 Join UN Women's Global Flagship Initiative, "Safe Cities and Safe Public Spaces" and conduct a scoping study on women's safety.

- **Completed:** On November 25, 2018, the City announced that it was accepted into the Initiative.
- **In progress:** The Scoping Study will commence in the fall of 2019.

2.2 Identify Community partners and collaborate on an annual public campaign to raise awareness on violence against women.

- **Completed:** The City worked with community partners to publicly recognize the 16 Days of Activism Against Gender-Based Violence, which took place between November 25 and December 2018. The Mayor recognized the 16 Days in a proclamation. City staff created bus shelter advertisements and used its social media to raise awareness of gender based violence and to amplify the work of community partners during the 16 Days. City Staff also coordinated an internal campaign to encourage staff to consider 16 Ways over 16 Days to take action on gender-based violence.

2.3 Update the Women's Advisory Committee annually on progress in ensuring women's safety and needs in the neighbourhood planning and development process.

- **Completed:** Representatives from the Departments of Engineering Services and Planning, Urban Design and Sustainability met with the Women's Advisory Committee in October, 2018. The Departments provided presentations, answered questions, and heard input from Committee Members.

2.4 Formalize senior staff coordination and oversight of inter-departmental response to critical issues in the Downtown Eastside, including women's safety and related issues.

- **Ongoing:** An inter-departmental team has been created and meets monthly. The team includes representatives from the Vancouver Police Department, Board of Parks and Recreation, Engineering Services, Legal, City Manager's Office, Vancouver Fire and Rescue Services and Arts, Culture and Community Services.

2.5 Related work in support of increasing women's sense of safety:

- The City has identified five priorities to support the safety of sex workers, including access to a range of housing and shelter options and alignment of City bylaws to support the health and safety of sex workers and Vancouver neighbourhoods.
- Engineering Services is working with the University of British Columbia to research best practices in transportation and public space safety design around the world and their applicability to Vancouver. Important aspects of this research include: gender-informed infrastructure and transportation services; understanding the user and that decisions to move go beyond good transportation services and infrastructure; and, women as decision makers.
- Engineering Services has created an Equity Design Working Group to research and share best practices, review existing policy, project planning, prioritization and scoping efforts to ensure an equitable allocation of transportation benefits throughout the City. Key actions include: reviewing transportation engagement practices through an equity lens; ensuring transportation equity is a priority lens in all work; and, reviewing transportation plans to ensure networks and investments are equitably distributed.
- Engineering Services has worked to integrate an equity lens and find synergies in ongoing City-wide processes including inputs to City Plan, the Equity Framework, and the Healthy City Strategy Refresh. This has included analysis of the transportation and public space needs and challenges of vulnerable populations, which will be considered in future neighbourhood planning and design.

### Priority 3: Childcare

**Objective: By the end of 2018, 1,000 new childcare spaces will be added from the 2015 baseline (aligns with Healthy City Action Plan, 2015-2018.)**

- **Completed:** On June 26, 2018, the City announced that it surpassed its target.

3.1 Share input from the Women's Equity Strategy consultations for consideration in the City's updated childcare strategy.

- **Completed:** The information was shared in February 2018.

3.2 Partner with senior levels of government to significantly increase affordable, quality childcare through creating new childcare spaces, and replacing aging centres.

- **In progress:** A host of Provincial Childcare initiatives have opened the door to a new and enhanced partnership between the Province and the City of Vancouver. Discussions are currently underway with the Ministry of Child and Family Development (MCFD) regarding Provincial funding contributions towards childcare. The City and MCFD have also entered into an agreement that has allowed for the creation of a fully-funded Indigenous Childcare Coordinator position, operationalized and managed by the Metro Vancouver Aboriginal Executive Council (MVAEC).

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

- **In progress:** City Clerk's Office is taking several measures to support increased participation of families at City Hall. These include:
  - Seating and a live stream of the Council meeting is made available on the first floor of City Hall for the public attending Council meetings, including parents/children, to observe Council meeting proceedings and wait for their turn to speak to Council.
  - Communication via Twitter has been improved to provide speakers with more updates during meetings and more consistent messaging. Accurate estimated times for their turn to speak. This allows speakers to wait for their turn off-site, such as in the convenience of their home or office, rather than being at City Hall for long periods of time.
  - Staff are currently investigating options to update the City's website will be augmented to clearly identify that Council meetings are welcoming of parents and those attending with children.
  - Security protocols have been put in place during Council meeting days to ensure safety of all attending meetings.

3.4 Related work in support of increasing affordable and accessible childcare:

- The Joint Childcare Council (JCC) provides leadership in childcare and child development in Vancouver. The City works with the Park Board, Vancouver Board of Education, and childcare sector representatives to support and deliver accessible, affordable, quality childcare spaces in the city.
- The City's childcare grants are provided annually for program development, program stabilization, research, and enhancements. In 2018, the City awarded the following grants:
  - Childcare Administration Grants totaling \$376,000 were provided to the Westcoast Child Care Resource Centre and the Vancouver Society of Children's Centres.
  - Twenty Infant/Toddler Grants totaling \$601,095 were awarded to seven organizations.
  - Two School Age Expansion Grants totaling up to \$43,472 went to Kiwassa Neighbourhood Services Association and the YMCA of Greater Vancouver.

## Priority 4: Housing

### Objective: 72,000 new homes across Vancouver in the next 10 years (aligns with Housing Vancouver Strategy).

4.1 Identify how to determine the extent of women's hidden homelessness to better understand its full scope.

- **In progress:** A key piece of the scoping of women's hidden homelessness is defining a more accurate definition of hidden homelessness. Using the traditional definition of homelessness may not capture women living in precarious living situations, the repercussions of stating "no fixed address" in surveys, and the benefits to women to being hidden.
- Peer-led work, consulting peers, and enabling community to define hidden homelessness will be key parts of the process of determining women's hidden homelessness.
- Another element is identifying the geography of hidden homelessness and involving community partners.
- Comparisons of the data captured by the COV Homelessness Outreach Team data and the 2018 Homeless Count indicate:
  - 2018 Homeless Count: 23.8% of the respondents were women. The homeless count is an established methodology, but it is recognized as an undercount, and reports from the community, agencies and women-serving organizations are that women tend to be part of the hidden homeless population, often staying with families and friends or in unsafe situations rather than staying on the streets or accessing traditional services for the homeless, and thus are under-represented in formal homeless counts.
  - COV Homelessness Outreach Team - Population Served: Approximately 25% of clients served were self-identified women.
  - While these numbers are comparable, there is likely a gap in measuring women's hidden homelessness through these tools.

4.2 Research integration of outreach role within Coordinated Access Centre to liaise with women-serving organizations and identify women in need of priority housing.

- **Ongoing:** City staff identified and reached out to women-serving shelters and engaged with them to identify capacity to assist with housing applications, their knowledge of BC Housing Coordinated Access and Assessment, BCH supportive housing registry and applications, Modular Housing applications, including Vulnerability Assessment Tools. This work is ongoing as the conversations and dialogue between the City and these organizations continues.

4.3 Share input from the Women's Equity Strategy consultations for consideration in the implementation of the Housing Vancouver Strategy.

- **Completed:** The information was shared in February 2018.

4.4 Related work in support of increasing affordable and accessible housing for women:

- On March 15, 2018, the City, the Province and Atira Women's Society announced the opening of the Olivia Sky House. Olivia Sky House added 198 studio and one-bedroom

suites of secured, affordable rental housing for women in Vancouver’s Downtown Eastside. The City contributed a capital grant of \$1.2 million towards this project.

- Aneki Housing for women is a temporary modular housing development that opened in 2018. Its 39 studio suites reserved for women include seven wheelchair accessible suites. It is managed by Atira Women’s Resource Society.
- Sex worker safety community consultation groups are underway to engage peers and key stakeholders to assess needs and make recommendations to reduce barriers and increase sex worker safety through access to a range of inclusive housing and shelter options.

## Priority 5: Leadership & Representation

### Objectives

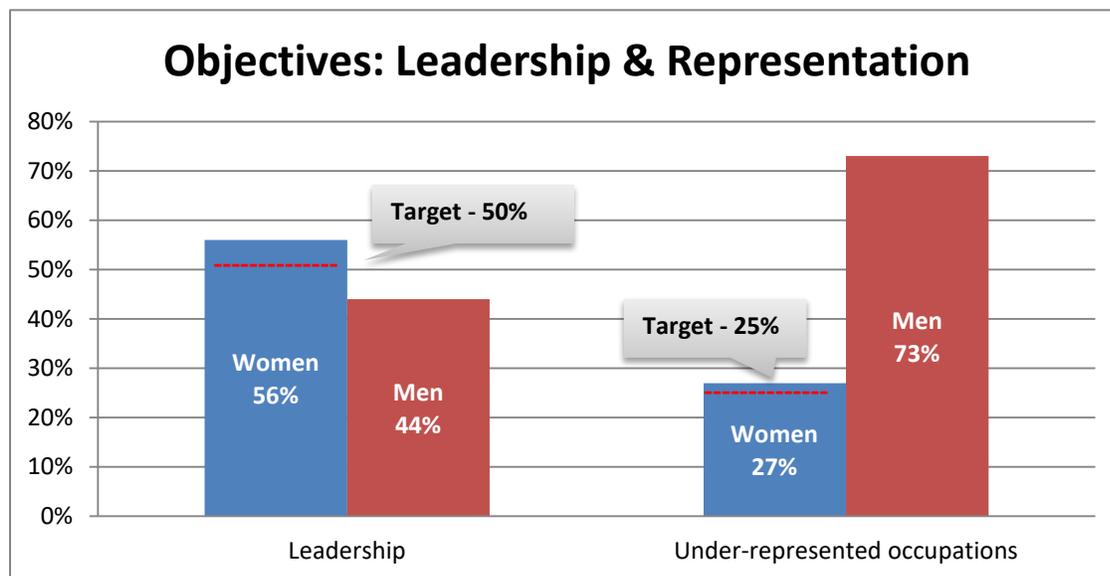
**Effective immediately, the City will increase new hires for Senior Management roles to 50 per cent.**

- This objective has been, and continues to be, met.

**By 2020, the proportion of female new hires in under-represented occupations will be increased by at least 5 per cent over the 2017 baseline.**

- The City has made progress towards this objective. Targeted efforts have been made to reach out to women in operations and trades, as well as to female firefighters and engineers. Specific examples are listed below, under “5.6 related work in support of achieving goals for Leadership & Representation.”

### Current status of Leadership & Representation Objectives



*Table 1: 2019 Q1 statistics on new hires for women in targeted occupational groups. **Leadership** includes all positions in Pay Band 10 and above. **Under-represented occupations** include Engineering, Trades, Operations, Firefighting, and IT-related positions.*

5.1 Sign Minerva BC’s Face of Leadership™ Diversity Pledge, making a public commitment to support women’s advancement in leadership in our workforce and in our community.

- **Completed:** The City Manager's Office signed the Minerva Pledge during a staff event held on March 9<sup>th</sup> recognizing International Women's Day.

#### 5.2 Develop and implement a Breastfeeding Policy for City Staff.

- **In progress:** A draft policy has been developed in consultation with focus groups of staff and management. City staff are currently consulting with unions on the draft policy. The policy will be finalized by the end of 2019.

#### 5.3 Conduct focus groups with female staff in leadership and under-represented positions.

- **In progress:** The focus groups are being held in May and June of 2019. The information from the focus groups will help inform recommendations for Phase 2 Actions (2020-2022) of the Women's Equity Strategy.

#### 5.4 Measure and publicly report annually on the City's workforce composition including positions and compensation.

- **In progress:** The report is developed and has been approved internally. City Staff are consulting with unions on the report. The report will be published on the City's Open Data Catalogue in June 2019.

#### 5.5 Address potential bias in hiring process by training recruitment staff to recognize and mitigate unconscious bias.

- **Completed:** Recruitment staff received the training in the Spring of 2018. Since then, new recruitment staff have been required to take the training. The training is also available to all staff on CityLearn.
- In addition, the City's online recruitment system includes a tool that scans job descriptions and advertisements, identifies gender biased language and recommends replacements.

#### 5.6 Related work in support of achieving goals for Leadership & Representation:

##### **Research**

- The City has partnered with Women Transforming Cities and the Canadian Research Institute for the Advancement of Women (CRIAOW) on a three-year research project "Action on systemic barriers to women's participation in local government". Project is funded by Status of Women Canada. Work to date includes signing a Memorandum of Understanding for the partnership, sharing research and data, and conducting a survey with women in leadership within the City.
- The City participates in McKinsey's research on women in leadership. For two years, the City's senior staff have been invited to complete McKinsey's survey. The findings provide valuable insights into how the City can improve inclusion of all women in its senior leadership ranks.
- Engineering Services has partnered with the University of British Columbia to participate in Project RISE an exciting new collaborative effort led by a consortium of Canadian research scientists to survey professionals working in science, engineering, and technology organizations. Project RISE ([SuccessinSTEM.ca/Projects/RISE](http://SuccessinSTEM.ca/Projects/RISE)) is an

innovative, federally funded research initiative seeking to identify how workplace culture promotes employee success—above and beyond organizational policies—by fostering supportive interpersonal connections.

### **Outreach and Recruitment**

- Vancouver Fire and Rescue Services (VFRS) regularly conduct information sessions. In 2018, VFRS conducted 25 sessions with 1,042 attendees, 41% of which were female. This was a 20% increase from 2017. VFRS also promotes diverse recruitment by attending community events (3 to date in 2019) and career fairs (4 to date in 2019). This year, VFRS has hosted two workshops for women specifically. VFRS offers recruitment coaching for interested female applicants and this approach has worked well to create a personal connection and maintain those relationships. Twenty-four female applicants have benefitted from this coaching to date in 2019.
- The City hosted an employment information open house on April 17<sup>th</sup>, 2019. The event targeted women interested in working in operations and trades. The event attracted 68 women.
- On May 11<sup>th</sup>, 2019, the City hosted its annual Family Fun Fair at Manitoba Works yard. The free event was loaded with fun family activities, and provided an opportunity to meet the hard-working City staff who make Vancouver a great city to live, work and play. The event included an employment information table aimed at encouraging diverse participants, including women, to consider employment with the City in trades, operations, and engineering.
- The Human Resources Department maintains relationships with professional and community organizations supporting women's inclusion in leadership and historically under-represented occupations. HR staff regularly sends job postings directly to these organizations to encourage a greater diversity of applicants.

### **Strategic Initiatives**

- The City has taken an active role in participating in the Women Deliver Conference including activating Vancouver Public Library with free satellite events. See Appendix C for a detailed summary.
- VF&RS has hired a temporary full time Assistant Chief, Recruiting, Outreach, Diversity & Inclusion with a mandate to increase workforce diversity.
- Engineering Services' Diversity and Inclusion Working Group and Action Plan: Engineering Services has a Diversity and Inclusion Working Group tasked with development an action plan for the Department. An action plan has been developed that focuses on both bringing more diverse staff into Engineering, while retaining existing staff through interventions which support an enhanced employee experience, career development and opportunities. Efforts to foster a diverse team have supported differing viewpoints and conversations at the staff level around policy decisions and infrastructure investments, and provided an opportunity to pilot more targeted efforts as the action plan is implemented.

## **Appendix C: Update on the City's support for the Women Deliver 2019 Conference**

This appendix provides an update on a Council Report dated January 22, 2019 (RTS 12946), outlining the City's support for the Women Deliver 2019 Conference.

### **1. Women Deliver Legacy Housing Project**

The Women Deliver legacy project is to provide a women's building for low income, women-led households, including Indigenous women and children, which will include housing as well as social services for women living in the building and the neighbourhood.

It is anticipated that the Women Deliver Legacy Housing project will be announced in the coming weeks.

### **2. Public Event – Culture Night**

The City is partnering with Tourism Vancouver to be a Host Sponsor of Culture Night. The City will contribute a grant of \$50,000 for the sponsorship and an in-kind contribution of up to \$40,000 for supportive logistics (e.g. permits, policing, signage).

Staff have connected local not-for-profit organizations with the organizers of Culture Night to ensure that non-profits have space at the event to showcase their work and that groups advocating for issues faced by women today such as gender-based violence, poverty, disability, housing, childcare, immigration, LGBTQ2S+, Indigenous women's leadership, sport equity, and women in the arts, have the opportunity for representation. Staff have recommended that Culture Night hire and showcase Indigenous women and culturally diverse women.

The Mayor and Councillors will be on the main stage to announce the Legacy Housing Project and acknowledge the recipients of the Community Sport Champions Recognition Program. The headlining act at the event has not yet been announced.

### **3. City and Community Engagement**

- **Non-Profit Conference Attendees.** The City has partnered with the Vancouver Foundation to provide tickets and other financial support (e.g. reimbursements for travel) to community members (e.g. local non-for-profit groups, community leaders, and select individuals) whose attendance at the global conference would help strengthen local grassroots women's organizations. Tickets will be administered by the Vancouver Foundation, and local women-led non-profits have been engaged as an advisory group to the selection process.
- **Exploring the Gender Lens on City Work.** As noted in the main body of this report, applying an intersectional lens to the work of City Hall has already begun and will be enhanced and deepened by the development of both the Equity Framework and the accompanying Intersectional Toolkit. Women Deliver and its diverse global attendance and dialogue will enable further learning and exploration by City staff to inform the City's efforts to develop both the Intersectional Toolkit and the related broader Equity Framework.

- Women4Politics. A Mock Council Experience for Young Women, provides 11 women between the ages of 18 and 23 with an opportunity to learn about the role and function of municipal government, how council meetings are conducted, and connects participants with elected officials. The Program includes a full day orientation on August 15, 2019, 1 to 2 mentoring sessions with an assigned member of Council, and the evening Mock Council Meeting, October 29, 2019. Applications will open May 29. More information will be available online May 29 at [vancouver.ca/women4politics](http://vancouver.ca/women4politics).
- Honouring Community Sport Champions. The Community Sport Champions Recognition Program was launched March 1. Nominations were received in March and applications have been reviewed by the Community Sport Advisory Panel. Five recipients will be selected to receive a one-time grant of \$5,000 to help them continue and extend their work to advance women in sport. More information is available at [vancouver.ca/sportchampions](http://vancouver.ca/sportchampions).
- Volunteer opportunities. Women Deliver has invited City of Vancouver staff to volunteer at the conference and, with manager approval, staff will be paid regular time for up to two shifts between June 3 - 6. Attendees are asked to volunteer half the day, and are invited to attend sessions during the other half the day. This provides an opportunity for staff to act as ambassadors and showcases the City's support for women's equity.

#### 4. Women's Equity Programming for Conference

There are opportunities for the City to use the momentum of the event to advance existing City initiatives before, during, and after the conference. For example:

- Workshop for UN Safe Cities, Safe Public Spaces Scoping Study. A speaker series and listening event will take place June 6th at the Vancouver Public Library Central Branch. Community members and leaders, including children, will explore what a safer city means to them, through the sharing of stories, recommendations, and experiences of their interactions with the built environment. This event has centered the voices of Indigenous, Black, and people of color from the 2SLGBTQIA+ community. This event will kick-off the City's UN Safe Cities, Safe Public Spaces Scoping Study initiative.
- Resilient Women. On the evening of June 4, 2019, the City will host a Resilient Women event to connect with local women on their role creating a more resilient Vancouver. This event will bring together approximately 80 diverse women to share how they experience resilience related to changes in our physical environment arising from climate change (extreme heat, floods, wildfires etc.) and earthquake events. It will begin with four female storytellers from across BC sharing a range of perspectives followed by a dynamic discussion with the audience to build community and discover what resilience means to them. Stories collected from this evening may be shared with the broader community throughout the summer.
- External Indigenous Advisory Circle. The Advisory Circle is one avenue for the inclusion of Indigenous women perspectives and recommendations to be incorporated into Women Deliver, as well as, the events surrounding the conference. The Advisory Circle is assisting with informing Musqueam Indian Band, Squamish Nation, and Tsleil-Waututh Nation of the opportunities to provide protocol guidance

- and involvement in Culture Night. The City of Vancouver will be assisting with funding requests for protocol.
- Remarkable Women Series and Development of Leadership Profiles.
    - The Vancouver Park Board's Remarkable Women poster series (2008-2014) honoured local women who made significant contributions to the arts, culture, food, sports, community and Reconciliation in Vancouver. To coincide with Women Deliver 2019 Conference, the Park Board and City of Vancouver are proud to re-mount the original poster series to once again celebrate these Remarkable Women of Vancouver with a snapshot in time of their many accomplishments. These posters will be printed as large pillar towers and displayed in all community centres, at the Vancouver Public Library Central Branch, and as part of the Women Deliver Culture Night on June 5.
    - Video profiles are being produced as promotions for the City's Women Deliver Satellite Sessions, to be launched on social media at the end of May. The format asks each participant to complete a sentence that reflects their thoughts on gender equity and the role of women in the world. Three short videos are being produced:
      1. Mayor and Councillors
      2. City women, senior leadership - Cheryl Nelms, Jessie Adcock, Sandra Singh
      3. City women, younger staff - Germaine Koh, Helen Ma, Katelyn Crabtree
  - "Show and Shine" Family Event. The Family Fun Fair, also known as Family Day, will be opened to the public this year on May 11 at the City's Manitoba Works Yard. Staff, residents, and visitors are invited to come and experience family-friendly programming from the City of Vancouver, Vancouver Police Department, Vancouver Fire & Rescue Services, and Vancouver Park Board. Vehicles and equipment will be on display, and stories of women staff from a variety of City departments and underrepresented professions will be showcased. Vancouver-based children's music duo Bobs & Lolo will be performing.
  - Women Deliver Satellite Sessions, presented by the City of Vancouver. The Vancouver Public Library Central Branch will be activated as a satellite conference venue. Spaces such as the Level 8/9 plaza and the promenade will be utilized for public events, and livestreaming of the Women Deliver Conference. The satellite conference aims to provide a low-barrier entry into the topic of women's equity in a local context. Broadly, each day has a noon hour marquee event, evening event, an experiential workshop, and an intimate interview, with some additional programming provided externally. More information will be available at [vancouver.ca/womendeliver](http://vancouver.ca/womendeliver). Some key highlights from the week of programming include (in addition to those laid out above):
    - A speaker panel co-hosted with the Global Institute for Women's Leadership June 3. Mayor and Council will participate in the event, and the panel will be chaired by former Australian Prime Minister Julia Gillard.
    - Women in leadership featuring business leaders, artists, and entrepreneurs June 3.

- A workshop led by the City's artist-in-residence on games and sport June 4.
- A speaker panel on diversity and changing the face of leadership June 5.
- Women in Infrastructure Networking Event June 7.
- Livestreaming plenary sessions at community centres throughout the week.
- Women's Equity Strategy Exhibit. The City will host an exhibit at the Culture Night event June 5. This will enable staff to connect directly with the public to spread awareness of the City's actions and ongoing work. Exhibit staff will engage with the public and invite input into recommended Phase 2 actions for the Strategy. There will also be engagement throughout the week at the Vancouver Public Library Central Branch where the City will be hosting a number of satellite sessions.