

COUNCIL MEMBER'S MOTION

9. Supporting Gender Equity and Diversity in Vancouver City Council

Submitted by: Mayor Stewart

WHEREAS

1. Legislative bodies, including Vancouver City Council, are workplaces that reflect the power structures and gender dynamics of the past through their operational practices and legislative frameworks;
2. Legislative workplaces should be family-friendly environments for all workers - including elected and non-elected staff - so that their needs to live as well as work are taken into account;
3. Legislative workplaces that embody and promote gender equity and diversity deliver better to constituents and are more legitimate;
4. Many legislative workplaces that are working to move away from male-dominated membership towards promoting equity acknowledge barriers that deter diversity and hinder progress towards equality, and then take strong action to address these issues;
5. The United Nations Inter-Parliamentary Union recommends undertaking an audit of legislative bodies to identify shortcomings in the processes and structures of democratic governments, and have developed tools to use in this audit, most notably the 2012 "[Plan of Action for Gender-Sensitive Parliaments](#)";
6. For the first time in Vancouver's history, over 70% of Council members are women, and a large proportion of the non-elected staff working for council are also women;
7. Women in elected and other public positions report higher levels of harassment and sexual harassment;
8. Workplace conditions, such as hours of work and access to childcare, can promote or hinder participation in elected democracies; and
9. A gender and diversity audit of Vancouver City Council and its representation, infrastructure, and political and legislative frameworks has never been undertaken;

THEREFORE BE IT RESOLVED THAT Council direct staff in the City Clerk's Office to establish an annual Gender and Diversity Audit to examine representation, infrastructure, operations, and legislative frameworks related to

Vancouver City Council and make recommendations for change to reflect, support and empower a more diverse City Council, including examining:

- The presence of women in Council and amongst non-elected legislative staff;
- Existing legal and policy framework for gender equity;
- New policy mechanisms to mainstream gender equity throughout the work of Vancouver City Council;
- Infrastructure and policies to support a gender- and diversity-sensitive culture;
- Shared responsibility for gender equity and inclusion among all members of City Council;
- The role of electoral organizations to be champions of gender equity and inclusion; and
- The role of City Council and staff in supporting gender equity outcomes;

FURTHER THAT the Audit be designed and led by City Clerk's Office with the input and involvement of Advisory Committees;

AND FURTHER that this first audit and recommendations be presented to Council in Q1 2021 during International Women's Day Week and in each subsequent year at this time.

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