

Women's Equity Strategy

Update to Council – March 10, 2021




Context



Women's Equity Strategy



Accessibility Strategy



Anti-Racism Strategy



Trans and Gender-Diverse Inclusion Strategy



Healthy City Strategy

Housing Vancouver Strategy

Gender, Diversity, Intersectionality Audit

Corporate Action Plans

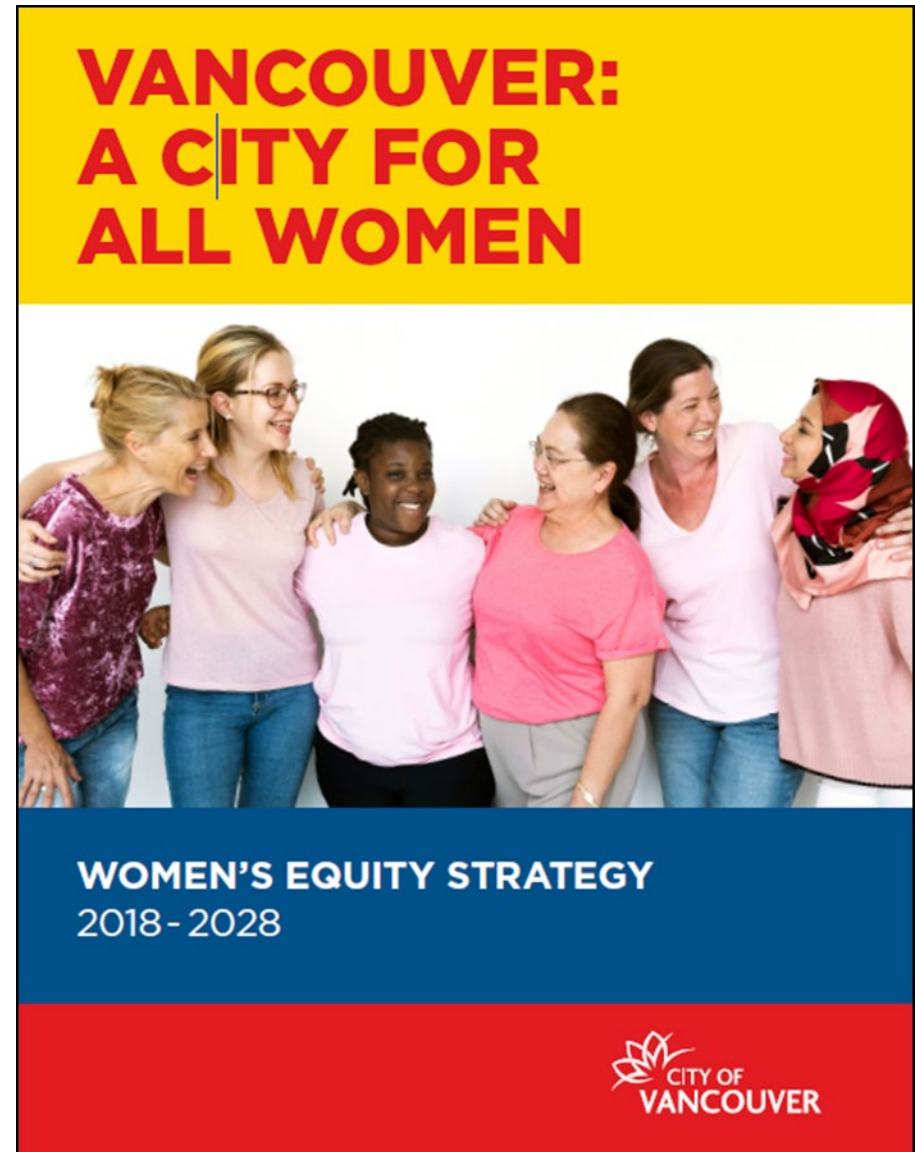
Review of Work Yards' and Firehalls' Facilities

Women's Equity Strategy

Background & Phase 2 actions

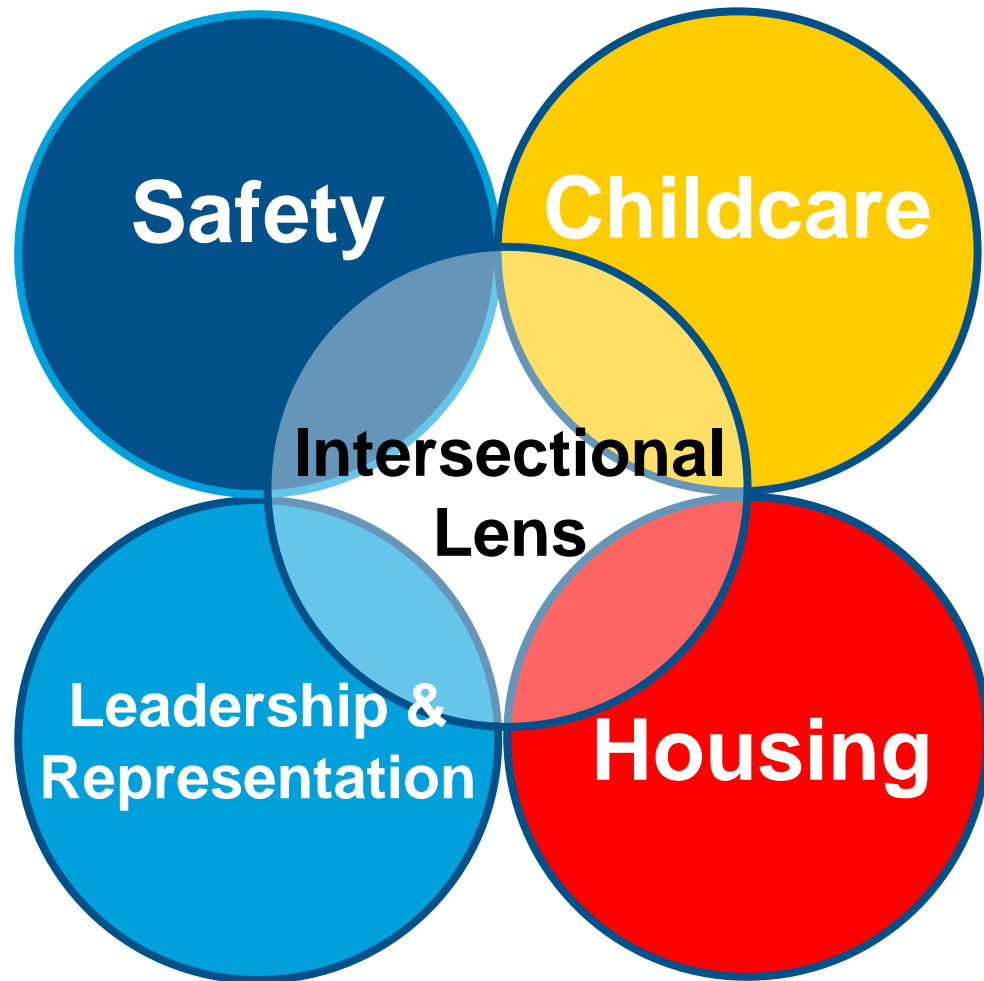
Background

- Ten-year Strategy
- Adopted in January 2018
- Phase 1 - 2018-2019
- Phase 2 – 2021-2023



Phase 2 at a glance

- 5 Priority areas
(same as
Phase 1)
- 18 Phase 2
Actions
- 7 Accountable
Departments



Priority: Intersectional Lens

Goal

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.

Phase 2 – Objective

In 2021-2023 an Equity Framework will be implemented for all City Departments.

“There is no such thing as a single-issue struggle because we do not live single-issue lives.” *Audre Lorde*

Phase 2 – Actions

- Finalize, adopt, pilot and implement the Equity Framework
- Develop and deliver training on applying the Equity Framework
- Develop and implement systems to gather and refresh disaggregated data:
 - a) conduct a workforce equity and inclusion survey
 - b) systematize gender and diversity audit of Vancouver City Council and Council operations

Priority: Safety

Goal

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

Objective

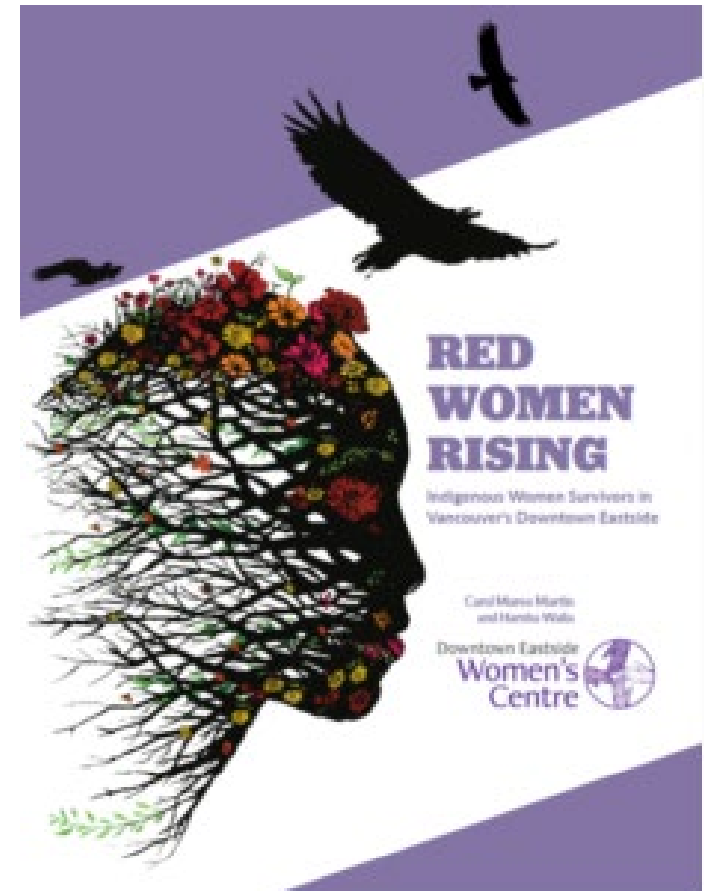
By 2025, women's sense of safety will be increased by at least 10 per cent. (Aligned with Healthy City Strategy)

Phase 2 Actions

1. Conduct a **Scoping Study on sexual violence and sexual harassment in public spaces** as a part of the UN Safe Cities and Safe Public Spaces project, which aims to improve the safety of women, Two Spirit, trans, non-binary, and gender diverse people.
2. Develop a **Sex Worker Safety Plan** with focus on long term goals and planning with internal departments and external partners.

Phase 2 Actions

3. Continue to engage with Indigenous communities and review and identify opportunities to integrate within the City's work key recommendations from:
 - Reclaiming Power and Place: The Final Report of the National Inquiry into MMIWG; and
 - Red Women Rising: Indigenous Women Survivors in Vancouver's Downtown Eastside.



Priority: Childcare

Goal

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

Objective

Families' access to affordable and quality childcare is increased through partnerships with the Province of BC and other partners. Through a unique MOU with the Province, **up to 2,300 new licensed spaces will be added to Vancouver's supply**, building on the target of 1,000 spaces set by Council as part of the City's 2019-2022 Capital Plan.

Phase 2 Actions

1. Develop childcare policy
2. Conduct childcare design and regulatory review
3. Conduct development process review



Goal

A range of affordable housing choices is available for women of diverse backgrounds and circumstances, including single parents, seniors, newcomers, and those facing vulnerable conditions.

Objective

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

- 50% of new homes serving households earning < \$80k per year
- 40% of new homes large enough for families, and
- 65% of all new housing for renters.

Phase 2 Actions

1. Conduct a needs assessment on obtaining and maintaining housing for hard-to-house women in the Downtown Eastside.
2. Through the Women's Legacy Project, plan and develop safe affordable housing options for women, 2SLGBTQ+, and gender diverse people and their families.

Priority: Leadership & Representation

Goal

The City will elevate the visibility, influence, representation and contribution of all women in the organization by providing equitable access to work opportunities, including leadership roles and other under-represented occupations* and by creating and implementing initiatives to specifically enhance their development and leadership.



Phase 2 Objectives

- Establish and implement goals for diverse staffing and identify and remove barriers within the City for women in under-represented occupations*
- Identify and remove barriers to women's advancement and inclusion in leadership to ensure parity in new hires and equitable representation within the City's leadership.

* Under-represented occupations include: Entry level operational roles, Trades, Firefighting, Engineering-related positions, IT-technical positions

Phase 2 Actions

1. Develop a corporate-wide equity and inclusion plan for the City's workforce that considers objectives based on disaggregated data; that identifies and addresses systemic barriers to full inclusion; and that includes individualized departmental plans and accountabilities for implementation.
2. Update the City's individual and leadership development offerings with emphasis on inclusive leadership skills.

Phase 2 Actions

3. Sponsor emerging women leaders to participate in leadership development programs
4. Increase recruitment outreach efforts aimed at Indigenous people, women in under-represented occupations, immigrants, and persons with disabilities.
5. Review and evaluate the City's Works Yards and Firehalls in order to develop facilities that provide equitable access to all staff and genders.

Questions

Thank you

