



2017-2018 Work Plan

Women's Advisory Committee

Mandate

Policy Advice

- Provide input to City Council and city staff about issues of concern.
- Consider any matters which may be referred to the Committee by Council or staff.
- May take positions on policy initiatives from other levels of government within the mandate of the Committee.

Collaboration

- Work co-operatively with other agencies whose activities affect constituent communities, including initiating and developing relevant projects.
- Act as a resource for staff doing public involvement processes and/or civic events.

Awareness & Outreach

- Exchange information with the constituent communities and the general public about relevant programs and issues of interest.
- Engage in outreach to disseminate information and encourage participation from constituent communities.

Women's Advisory Committee's Specific Mandate

- Advise Council and staff on enhancing access and inclusion for women and girls to fully participate in City services and civic life.
- Advise Council and staff on the Gender Equality Strategy as it is developed, implemented, and updated.



2017-2018 Objectives

Visionary Guideline Note:

The Women's Advisory Committee's (WAC) strategic priorities have been developed with the assumption that an intersectional lens will be applied to each priority and throughout WAC's work.

Objective 1:

Increase leadership, representation and participation of all women and girls in all City of Vancouver departments (including staff and contractors), affiliates and activities and to promote the same externally.

Objective 2:

Improve economic equity and opportunity for all women and girls. Mechanisms to achieve this objective include (but are not limited to) access to affordable, safe, inclusive, quality housing and childcare (licensed childcare in non-profit centres) and work that pays a living wage.

Objective 3:

Create a safer city for all women and girls with increased action on ending violence against women, increasing shelter and transition housing spaces for women and children, and providing safe workplaces and spaces (public and private) free from all forms of violence and oppression.

Objective 4:

Ensure all City of Vancouver departments, administrative areas, task forces, and committees adopt the Gender Equality Strategy and recommendations, including participatory gender budgets. Ensure that an intersectional gender lens is applied to all City of Vancouver policies, resource allocation, planning, departments, task forces and committees.

Objective 5:

Increase public awareness of the work of WAC by expanding WAC's broader community presence. Increase the inclusivity of WAC membership by improving the accessibility of WAC for diverse (very broadly defined) women and girls and working with the City of Vancouver on the recruitment and selection process.

Note: While we will work towards "equity" instead of "equality" in our work, the term "equality" is used when referring to the 2005 Gender Equality Strategy and the forthcoming strategy update as referenced in the 'Because it's 2016" Motion. We will advocate for the terminology to be updated to Gender Equity Strategy.

2017-2018 Action Plan

Timeline Identify target start and completion dates.	Action Items Identify specific action items integral to accomplish the stated objective.	Committee Resources Identify working groups, sub-committees, and/or committee member(s) responsible to lead the objective, as appropriate.	Expected Outcomes Outline expected achievements and deliverables from each action item. Ideally, these are measurable indicators of success which can be reported through annual reports.	Partners/Stakeholders Identify opportunities or needs to collaborate with groups / organizations within or outside of the City (e.g., City staff).
Increase leadership, representation and participation of all women and girls in all City of Vancouver departments (including staff and contractors), affiliates and activities and to promote the same externally.				
2017-18	Determine the current number of women in non-traditional roles within the City of Vancouver. For those areas with less than 40% women: work with City Staff and Council to implement concrete recommendations for recruitment and retention practices.		Metrics on women employed with the City of Vancouver. Concrete recommendations regarding recruitment and retention practices.	Equal Employment Opportunity Office, Vancouver Police Department, Vancouver Fire Services, Engineering Department
2017-18	Enquire about the percentage of external contracts filled by women (and/or women-led organizations).		Metrics and reporting.	
2017-18	Enquire about how granting funds are distributed with relation to all genders.		Metrics and reporting.	

Timeline	Action Items	Committee Resources	Expected Outcomes	Partners/Stakeholders
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2017-18	Liaise with and support the City of Vancouver Civic Asset Naming Advisory Committee to ensure assets are being named after women.			City of Vancouver Civic Asset Naming Advisory Committee.
2017-18	Learn about the Equal Employment Opportunity Office targets.			Equal Employment Opportunity Office
2017-18	Work with City to determine ways and means of collecting disaggregated data within the parameters of privacy regulations. Gender-disaggregated data provides strong evidentiary justification for policy.			
2017-18	Follow up on work done by last term's leadership sub-committees and their best practices research and make public.			

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2017-18	Integrate the Young Women Sub-Committee into the other Sub-Committee's.			
2017-18	Review the Healthy City Strategy Priority Areas to see if any alignment.			
2017-18	Engage with the VPD.			
Improve economic equity and opportunity for all women and girls. Through access to affordable, safe, inclusive, quality housing and childcare (licensed childcare in non-profit centres) and work that pays a living wage.				
2017-18	Engage with \$10 a day childcare initiative (Sharon Gregson) to find ways WAC can support the initiative.			Social Planning (?) \$10 a day childcare initiative (Sharon Gregson)

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2017-18	Promote and advocate for \$10 a day childcare initiative and implementation through an equity lens.			Social Planning (?) \$10 a day childcare initiative (Sharon Gregson)
2017-18	Request the City of Vancouver hire a Gender Based Analysis Plus Administrator.		Start conversations with City of Vancouver on the importance of this role. Provide data supporting the value of this role. Provide a statement from WAC on the request for this role.	WAC Council Liaisons WAC Staff Liaisons
2017-18	Request an update on the implementation and enforcement of the City of Vancouver's relocation/"renoviction" policy.			

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2017-18	Enquire about City of Vancouver policies around affordable suites in new buildings.			
2017-18	Investigate whether the City of Vancouver currently has any required targets for development projects regarding percentage of women in social housing. If so, establish existing baseline regarding gender equity in social housing. If not, request this be started.			
2017-18	Research best practices regarding gender equity in social housing and provide recommendation for desired percentage for gender equity in COV funded social housing.			

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2017-18	Follow up on work done by last term's gender wage gap sub-committees and their best practices research and make public.			
2017-18	Integrate the Young Women Sub-Committee into the other Sub-Committee's.			
2017-18	Follow up on the Living Wage motion supported at our July 14, 2015 meeting <ul style="list-style-type: none"> • Suggestion: ask for an update on the development of this motion. 			
2017-18	Review the Healthy City Strategy Priority Areas to see if any alignment.			

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Create a safer city for all women and girls with increased action on ending violence against women, increasing shelter and transition housing spaces for women and children and providing safe workplaces and spaces (public and private) free from all forms of violence and oppression.				
2017-18	Review City of Vancouver Healthy City Strategy to identify areas where there are possible collaborations.			City of Vancouver Healthy City Strategy Team
2017-18	Liaise/work with organizations that work on the front line with noted priorities.			
2017-18	Follow up with subject matter experts, consulted organizations and GES public forum participants on above noted priority.			
2017-18	Support provision of accessible space.			

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2017-18	Request the City of Vancouver produce an annual safety audit.			
2017-18	Request the City of Vancouver adopt the Safer City Definition.			
2017-18	Continue to engage with Translink and promote the importance of implementing a gender lens, gender based analysis plus and gender budgeting in their work.			
2017-18	Invite the VPD to come meet with WAC to discuss this priority area and brainstorm possible collaborations.			

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2017-18	Create a statement from WAC on Sanctuary Cities and request the City of Vancouver formally becomes one.			
2017-18	Liaise with appropriate City of Vancouver Advisory Committees regarding this priority area.			LGBTQ2+ Advisory Committee Urban Aboriginal Peoples Committee, Seniors Advisory Committee, People with Disabilities Advisory Committee
2017-18	Follow up on work done by last term's ending violence against women sub-committees and their best practices research and make public.			

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2017-18	Integrate the Young Women Sub-Committee into the other Sub-Committee's.			
2017-18	Review the Healthy City Strategy Priority Areas to see if any alignment.			
2017-18	Engage with the VPD.			
Work to have all City of Vancouver departments, task forces, and committees adopt the Gender Equality Strategy and recommendations, including participatory gender budgets. Work to have an intersectional gender lens applied to all City of Vancouver policies, resource allocation, planning, departments, task forces and committees.				
2017-18	Promote, monitor and advance the Gender Equality Strategy recommendations.			

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2017-18	Design and present a motion to the City of Vancouver Council that gender budgeting be implemented in the next fiscal process.		Gender budgeting implemented, Gender lens/analysis implemented.	
2017-18	Request that the Vancouver Parks Board Master Plan use an intersectional gender lens and budget.			Commissioner Catherine Evans, Vancouver Park Board.
2017-18	Work with Councillor Reimer to create a motion requesting organizations requesting funding from, or procurement opportunities with, the City of Vancouver provide a gender breakdown of their Board of Directors.			Councillor Andrea Reimer

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2017-18	Work with appropriate City Staff and WAC Liaisons to create a request that Gender Based Analysis Plus training be provided to City of Vancouver staff.			
2017-18	Create a request that all organizations seeking city contracts and grants need to explain their gender lens, analysis and budgeting in their applications.			
2017-18	Ask each project presenting to WAC to explain their gender lens and gender budgeting process in advance of their presentation to WAC.			

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2017-18	Work with the NE False Creek team to create wise practices for design.			
2017-18	Integrate the Young Women Sub-Committee into the other Sub-Committee's.			
2017-18	Gender Budgeting <ul style="list-style-type: none"> • Look at ways to get gender budgeting implemented • Suggestion: possibly starting with the Parks Board and looking at how money spent is broken down between all Genders. 			

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2017-18	Follow up on the Parks Board Doors Open Vancouver motion and discuss next steps (if any) <ul style="list-style-type: none"> Suggestion: If appropriate explore outreach to other Committees. 			
2017-18	Review the Healthy City Strategy Priority Areas to see if any alignment.			
Increase the awareness and diversity of WAC by improving the accessibility of WAC for diverse women and girls and by expanding WAC's broader community awareness and working with the City of Vancouver on the recruitment and selection process.				
2017-18	Find a facilitator and schedule a workshop for WAC on intersectionality, power & privilege and anti-oppressive frameworks to ensure we are all working together on shared understandings.			

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2017-18	Request that the Gender Equality Strategy Update replace the work “equality” with “equity” .			
2017-18	Request that one recommendation in the updated Gender Equality Strategy be that WAC become an on-going Committee (will require changing the City Bylaws). This can be a Quick Start.			
2017-18	Review recruitment and selection process for Advisory Committees to see where possible improvements can be implemented to increase diversity and accessibility of committees.			

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2017-18	Review WAC's use of Social Media to increase awareness, encourage all members to engage on social media and create a plan to make advancements.			
2017-18	Explore changing the mandate of WAC to include "intersectional".			
2017-18	Increase connections with other City of Vancouver Advisory Committees. Possibly have a member exchange twice yearly.			
2017-18	Create a plan on how to represent WAC in the community, reach out to diverse communities and to make space/WAC accessible.			

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2017-18	Mentor WAC members to increase leadership and presentation capacities and increase the number of public speaking engagements WAC speaks at.			
2017-18	Create a plan regarding recruitment for all WAC sub-committees.			
2017-18	Integrate the Young Women Sub-Committee into the other Sub-Committee's.			
2017-18	Review the Healthy City Strategy Priority Areas to see if any alignment.			

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2017-18	Conduct a personal skills inventory of current committee members to see where possible gaps may be so when a spot opens up it can be filled with the missing skill sets.			