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Date: 11/12/2020 7:28:32 AM

Subject: Memo: RTS 1334 - Updates on Women's Equity Strategy and Trans Gender Diverse and Two Spirit Inclusion Strategy

Attachments: COUNCIL MEMO_RTS 13334 - WOMEN S EQUITY_TGD2S INCLUSION STRATEGIES - Nov 2020.DOCX

Greetings Mayor and Council,

The attached memo provides updates and next steps for two equity-related strategies relating to Trans, Gender Diverse and Two-Spirit Inclusion Strategy (TGD2S) , and Women's Equity Strategy 2018-2028 (WES).

Please see below the summary bullet points.

- Updates on the work carried out further to the Women's Equity Strategy and the Trans Gender Diverse and Two Spirit (TGD2S) Inclusion Strategy
- Phase 2 Actions for the Women's Equity Strategy and next steps for the TGD2S Inclusion Strategy
- Alignment of both Strategies to other City initiatives, including the Equity Framework, Housing Vancouver Strategy, and the City's priorities for the development of quality affordable childcare.

Best,
Paul

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The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh peoples.

MEMORANDUM

May 13, 2021

TO: Mayor and Council

CC: Sadhu Johnston, City Manager
Karen Levitt, Deputy City Manager
Aftab Erfan, Chief Equity Officer
Lynda Graves, Administration Services Manager, City Manager's Office
Rena Kendall-Craden, Civic Engagement and Communications Director
Rosemary Hagiwara, Acting City Clerk
Anita Zaenker, Chief of Staff, Mayor's Office
Neil Monckton, Chief of Staff, Mayor's Office
Alvin Singh, Communications Director, Mayor's Office
Sandra Singh, General Manager, Arts, Culture and Community Services
Andrew Naklicki, Chief Human Resources Officer

FROM: Paul Mochrie
Deputy City Manager

SUBJECT: Updates on Women's Equity Strategy and Trans Gender Diverse and Two Spirit Inclusion Strategy – RTS # 13334

This memo provides updates and next steps for two equity-related strategies.

1. Trans, Gender Diverse and Two-Spirit Inclusion Strategy (TGD2S)
2. Women's Equity Strategy 2018-2028 (WES).

A. Trans Gender Diverse Two-Spirit Inclusion

In July of 2015, Council passed a motion "[Supporting Trans* Equality and an Inclusive Vancouver](#)" directing staff to consult with City and Park Board TGV2S advisory committees and report back on how the City can make civic facilities, operations and programs safe and inclusive spaces for Trans and Gender-Diverse communities.

In July of 2016, following extensive community and staff consultations, Council adopted the [TGD2S Inclusion Strategy](#). The Strategy included short term "Quick Starts" and a number of recommendations organized around the following 5 pillars:

1. Public Spaces, Facilities, Signage
2. Programs and Services
3. Human Resources
4. Communications and Data

5. Community Consultations and Public Partnerships

Since the Strategy's adoption, the City has implemented all of the "Quick Starts", many of the recommendations and is engaged in ongoing work (see update on actions in Appendix A) towards removing barriers experienced by trans, gender diverse and non-binary staff and members of the public.

In the next two years, staff will carry out consultations aimed at reviewing and updating the TGD2S Strategy. The 2016 Strategy provided expert background and very specific recommendations based on extensive consultations at the time. In the past five years, the City's work has evolved from the 2016 Strategy to reflect current needs and context. The Strategy is entering its fifth year and will benefit from a review reflecting the current context to ensure that the City's work is relevant and positively contributes to this context. The review will include consultations with the City's 2SLGBTQ+ Advisory Committee as well as internal and external subject matter experts.

B. Women's Equity Strategy

On April 6, 2016, Council passed the motion "Because It's 2016: Action on Gender Equity" which included a directive to staff to work with the Women's Advisory Committee to review the 2005 Gender Equality Strategy and update it, with an eye to successful approaches, integrating existing policy/approaches such as the [Healthy City Strategy](#), and taking into account a change in national and provincial context.

In January 2018, following close consultation with the Women's Advisory Committee, internal and external subject matter experts, other municipalities, as well as public consultations, Council adopted [Vancouver: A City for All Women: Women's Equity Strategy 2018-2028](#).

The Strategy identified five priority areas that intersect to impact women's full inclusion into the social, economic and political life of Vancouver.

1. Application of an intersectional approach to our work, including work on the other four priority areas
2. Women's safety in public spaces
3. Childcare
4. Housing
5. Women's leadership and representation within the City

The Strategy identified goals for each priority area as well as short-term actions to be completed during 2018-2019 (Phase 1). The development of the Strategy's goals and short-term actions were aligned with existing work underway in other City strategies such as the Healthy City Strategy and the Housing Vancouver Strategy.

Since the Strategy's adoption in January 2018, staff have implemented the majority of the short term actions, while some of these actions are ongoing and others will be completed during Phase 2. See Appendix B for a final update on all Phase 1 actions as well as related work in the five priority areas.

The work during Phase 1 involved all City Departments and resulted in a deeper awareness of systemic barriers within the City's operations to women's full inclusion. The work also highlighted gaps in our ability to meaningfully apply an intersectional approach. The actions identified for Phase 2 (2020-2022) will help address those systemic barriers and provide the City with the tools – and the supporting qualitative and quantitative data – to meaningfully apply an intersectional approach to women's equity.

The following Phase 2 actions are aligned with the Equity Framework and other City strategies.

Priority: Intersectional Lens

GOAL	The City's decisions, programs and plans are informed by an intersectional lens to ensure that all citizens have equitable access, inclusion and participation in community life.
OBJECTIVE	In 2020-2022 an Equity Framework will be implemented for all City departments.
PHASE 2 ACTIONS	<ol style="list-style-type: none">1. Finalize and adopt Equity Framework (related to/fulfilling Council direction to create a comprehensive gendered intersectional strategy)2. Develop and deliver training on applying the Equity Framework3. Pilot Equity Framework across several projects/programs/initiatives in different departments

	4. Refine and roll out Equity Framework across all City Departments
Accountable Departments	City Manager's Office/Equity Office in partnership with Arts Culture & Community Services and Human Resources

Priority: Women's 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
PHASE 2 ACTIONS <i>(Actions underway/delayed in pandemic response)</i>	<ol style="list-style-type: none"> 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. This work is underway; work was paused during pandemic. 2. Continue to engage with Indigenous communities and review and identify opportunities to integrate within the City's work key recommendations from: (1) Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls and (2) Red Women Rising: Indigenous Women Survivors in Vancouver's Downtown Eastside. (In progress) 3. Development of a Sex Worker Safety Plan with focus on long term goals and planning with internal departments and external partners.
Accountable Department	Arts Culture & Community Services

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 the efforts of the City of Vancouver working 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 City Council as part of the City's 2019-2022 Capital Plan.
Actions See further details in May 2020 update to Council .	<ol style="list-style-type: none"> 1. Childcare policy development - Addressing priority areas such as increasing equitable childcare access; supporting Vancouver's workforce; aligning childcare policy and investment with affordable housing policy and programs and with the Vancouver Plan; and building new and strengthened partnerships across sectors. 2. Childcare design and regulatory review – Exploration and development of a suite of possible incentive programs, planning and regulatory tools intended to accelerate the development of affordable, accessible and quality childcare spaces. 3. Childcare development process review - Review to enhance efficiency of internal and external processes related to permitting and licensing for childcare. (in progress)
Accountable Department	Arts, Culture and Community Services

Priority: Housing

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, with 50 per cent of new homes serving households earning less than \$80,000, 40 per cent of new homes large enough for families, and 65 percent of all new housing for renters.
Actions <i>(Actions underway/ delayed in pandemic response)</i>	<ol style="list-style-type: none"> 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 that prioritizes Indigenous women-led families, 2SLGBTQQIA, and gender diverse peoples and their families. This project strives to attract capital from senior levels of government; co-create the functional programming & design of the project with the communities the project is intended to serve; and demonstrating women's, 2SLGBTQQIA, and gender diverse peoples' abilities in all aspects of the project including management, design, trades, governance and operations.
Accountable Departments	<ul style="list-style-type: none"> • Arts, Culture and Community Services (1) • Vancouver Affordable Housing Agency and Planning, Design & Sustainability (2)

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 ¹ and by creating and implementing initiatives to specifically enhance their development and leadership.
Objectives	<ul style="list-style-type: none">• 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.
Actions (Actions underway/ delayed in pandemic response)	<ol style="list-style-type: none">1. Conduct a corporate-wide workforce equity and inclusion survey2. 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.3. Update the City's individual and leadership development offerings with emphasis on inclusive leadership skills.4. Sponsor emerging women leaders to participate in leadership development programs5. Increase recruitment outreach for job-seekers who are Indigenous, Black, persons of colour, women in under-represented occupations, immigrants, 2SLGBTQ+, and persons with disabilities.6. Finalize the Corporate-wide long term, flexible and remote work strategies.7. Review and evaluate the City's Works Yards in order to develop facilities that provide equitable access to all staff and genders.
Accountable Departments	<ul style="list-style-type: none">• Human Resources (1, 3, 4, 5, 6)• City Manager's/Equity & Inclusion office in partnership with Human Resources (2)• All City departments (2)• Real Estate and Facilities Management (6, 7)

Next steps

Staff have begun the implementation of many of the WES Phase 2 Actions in addition to the ongoing work further to the TGD2S Strategy. This work has been incorporated into existing budgets and work plans for 2020 and 2021.

The review of the TGD2S Inclusion Strategy will be put forward in the 2022 annual budget process. In the meantime, work that is highlighted in Appendix A on the TGD2S Strategy will continue while the updated Strategy is finalized.

¹ Under-represented occupations include: engineers, engineers-in-training, engineering assistants, information technology, firefighting, trades and entry-level operational roles

Conclusion

The City prides itself on being a leader in equity and inclusion. This includes being honest about where we can do better, being open to feedback about how we can do better, and incorporating this feedback into our plans and programs.

The next few years will see an increased focus on systemic changes to embed equity into our policies, programs, and practices, and to do so with an inclusive intersectional lens. These are steps in a continuing journey to address systemic racism, colonialism, sexism, transphobia, homophobia and ableism inherent in our structures, which are informed by the history and ongoing present day realities and impacts of colonialism, patriarchy, and white supremacy that marks Canadian society.

The journey to dismantle these structures will be ongoing and will require constant vigilance, learning, growth, reflection, and action. The Equity Framework and our work on the WES and TGD2S Inclusion Strategies, as well as other equity-related strategies will support our efforts to create and sustain a vibrant, inclusive, diverse, and equitable organization and city.

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Deputy City Manager

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APPENDIX A

Pillar 1: Public Spaces, Facilities + Signage

1A. Continue construction and retrofits underway by increasing Universal washrooms and function-based signage within City-owned buildings

- Single-user washroom signage in all City-owned and leased buildings was updated to reflect Universal, functions-based designation
- TGD2S inclusive multi-stall washroom signage has been installed in all City-owned and leased buildings

1B. Identify and implement additional opportunities for aligning all City-owned building with TGD2S inclusion guidelines

- TGD2S guidelines applied to planning of all new City-owned facilities and renovations to existing buildings
- Phase 2 of the Women's Equity Strategy includes a review and evaluation of the City's Works Yards in order to develop facilities that provide equitable access to all staff and genders

1C. Leverage City's role and influence over entities not owned or operated by the City

- City of Vancouver Building By-Law (VBBL) was updated to require providing at least one universal toilet room in any building or occupancy and requires gender neutral washrooms and provisions for unisex toilet rooms in assembly, business, mercantile and industrial occupancies.
- The City shared best practices with Architectural Institute of BC and the Association of Professional Engineers and Geoscientists of BC
- Department of Development, Buildings and Licensing is in discussions with Park Board to draft improved wording related to signage and best practices for inclusive washrooms that could be introduced explanatory/appendices into the VBBL, specifically:
 - Gender Neutral: Individual toilet stalls with walls and doors that are full height with a clear opening height no less than 150 mm and no more than 300 mm, measured from the floor to the bottom of the partition
 - Stalls are located in space open to all genders
 - Stalls can be designated as accessible if they meet either the VBBL or CSA Group accessibility standards
 - Unisex: Each toilet room is fitted with one toilet and one basin
 - Universal: A toilet room, meeting either VBBL or CSA Group accessibility standards, and fitted with one toilet and one basin

Pillar 2: Programs and Services

2A. Create TGD2S specific programs and services

- TGD2S competency training piloted and delivered to staff in Non-Market Housing Operations.
 - NMHO Managers, Residence Managers, and Residence Attendants completed TGD2S Inclusion workshops
 - TGD2S Inclusion Workshops were scheduled for all NMHO staff for spring 2020. Due to the COVID-19 pandemic, these trainings were postponed and will take place in late 2020.
- The City is facilitating access to TGD2S inclusive housing. The City issued an [RFP for a non-profit operator for Ross House](#) on July 30, 2020. The project will support the implementation of increased housing options for TGD2S people that is LGBTQ inclusive.
- The Department of Arts, Culture and Community Services is exploring a Scope of Work to engage a TGD2S consultant to convene partners and help guide the trans-inclusion policy in City non-market housing buildings and winter shelters.
- Britannia Fitness Centre's schedule includes a drop-in weight room for folks who identify as TGD2S, as well as their friends and family (pre-pandemic and post restart)
- Templeton Pool hosts a weekly scheduled swim for folks who identify as TGD2S as well as their friends and family (pre-pandemic and post restart)
- Creekside Community Centre has Trans Fit a trans-centered, trans-led, safe(r) training space, body positive, all experience levels welcome (pre-pandemic and post restart)

2B. Integrate TGD2S inclusion into existing programs and services

- City grants priorities were updated to reflect TGD2S inclusion:
 - Social Policy updated direct services priorities, grant demographic categories and grant guidelines
 - Cultural services updated grant demographic categories and equity questions
 - Housing updated capital infrastructure grant program - homelessness action week grant - with information and a question on population priorities
- Incorporated TGD2S inclusion priorities into the Housing Vancouver Strategy Action Plan
- Incorporated TGD2S inclusion priorities in the development of the City's culture plan - [Culture Shift](#). The Plan included:
 - Engagement included dedicated spaces for LGBTQ2S+ people, led by city staff and through grants to support community-led engagement.
 - Actions include both dedicated and integrated approaches
 - Dedicated actions include:
 - Support building upgrades to improve accessible & trans-inclusive community spaces
 - Promote Cultural Infrastructure Grants to address accessibility & trans-inclusive upgrades
 - Integrated work includes:
 - Over-arching – Committing to address transphobia as part of larger equity actions taken across all actions
 - Grants - including trans, gender diverse, and two spirit groups within the equity priority policy and equity framing across grant streams

Pillar 3: Human Resources

3A. Dedicate staff resources to lead implementation team and coordinate TGD2S inclusion work across departments

- Staff resources were designated in all impacted departments. Overall coordination was led by the Equity, Diversity and Inclusion Office in the Department of Human Resources
- The Board of Parks & Recreation sought an exemption from the BC Human Rights Tribunal to hire TGD2S staff, specifically:
 - In 2017, the BC Human Rights Tribunal approved Parks' application to hire two temporary part-time TGD2S positions
 - In 2019, the TGD2S Facilitator position became permanent part time

3B. Create city-wide TGD2S inclusive policy and ongoing and iterative competency training

- TGD2S inclusion training was provided to the Corporate Management Team and general managers
- TGD2S awareness training continues to be delivered as standalone training, and as part of respectful workplace workshops and crew talks to City staff. Since 2017, nearly 2,500 staff have been trained in various formats, including crew talks, in-class workshops, lunch & learns, all-staff meetings, and leadership meetings/trainings
- 2020 in-class sessions were cancelled for safety reasons
- On-line training is being developed, and will available in early 2021

3C. Promote TGD2S inclusive employment practices in recruitment, hiring and workplace relations

- Human Rights & Harassment policy updated to include gender identity and expression
- TGD2S inclusions resources developed and posted to the City's internal website and made available to all staff and managers
- City's employee assistance program includes counselling and supports specific to TGD2S employees
- Senior staff encouraged to specify their pronouns in e-mail signatures
- Phase 2 of the Women's Equity Strategy includes collection of workforce diversity data, including options for gender self-identification across the spectrum. The survey is planned for the first quarter of 2021.
- Outreach and Recruitment – attracting and hiring from TGD2S and LGBTQ2+ communities
 - The City's Applicant tracking system requests voluntary, disaggregated demographic data, including gender information across the spectrum
 - Members of the Recruitment Team attended Out West LGBTQ2+ Recruitment Conference in 2019; Plans to attend the 2020 conference were cancelled due to the pandemic
 - Plans to host a joint recruitment fair with Vancouver Fire & Rescue Services at the 2020 Pride Parade have been cancelled and are being considered for 2021.
 - Diversity Teams have been formed within the Recruitment Division, including a Team focused on outreach and recruitment to TGD2S and LGBTQ2+ communities
- The Board of Parks & Recreation is developing guidelines on interpersonal communications for customer service staff

Pillar 4: Communications + Data

4A. Create and conduct TGD2S inclusive data collection methods

- The City's Public Engagement Team have worked across City departments to determine how and when gender information will be asked.

4B. Develop ongoing, internally-focused communications to promote TGD2S inclusion throughout the City of Vancouver

- Staff reference document "hosting accessible public events checklist and resources" which includes transgender inclusion, widely circulated and posted on both internal and public websites
- TGD2S inclusions resources developed and posted to the City's internal website and made available to all staff and managers

4C. Develop ongoing, externally-focused communications to promote TGD2S inclusion more broadly throughout the City

- City writing guide updated to include gender-neutral language
- The City's public engagement team:
 - Actively reached out to the TGD2S community to encourage community members to join the Talk Vancouver online survey panel
 - Updated list of community contacts to identify and include TGD2S organizations
- City website has been updated for gender neutral language

Pillar 5: Community Consultation + Public Partnership

5A. Conduct intentional and ongoing TGD2S specific consultation and outreach

- 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%.
- City staff responsible for the implementation of the TGD2S Strategy regularly meets with the 2SLGBTQ+ Advisory Committee to provide updates on progress
- Completed TGD2S Community Consultant Led Peer Engagements which involved hosting a series of individual and group engagement sessions with the TGD2S community as it relates to sex worker safety
- Engagement in 2020 included a focus on the impacts of the pandemic on the sex worker community, as well as future engagement planned to discuss recommendations that will inform a city-wide sex worker safety plan

5B Integrate TGD2S inclusion into all City public consultation sessions and initiatives

- Internal procedures for public engagement updated to ensure gender neutral language and inclusion
- Corporate Policy Framework updated to ensure gender neutral language and inclusion
- Updated and standardized non-binary gender question on intake and recruitment forms for advisory committee members
- Mandate of LGBTQ2+ Advisory Committee updated in 2018 to include TGD2S inclusion as part of the Committee's Terms of Reference
- The City's Vancouver Plan process prioritizes equity-seeking groups including TGD2S populations

5C. Establish partnerships with TGD2S service providers and organizations

- Board of Parks & Recreation partnered with:
 - LGTQ2+ Advisory Committee in organizing a Two-Spirit pre-Pride event at the Vancouver Aboriginal Friendship Centre (2018)
 - The Queer Arts Festival to promote queer artists in community centres outside of downtown
 - The Vancouver Public Library to offer trans, gender diverse, and Two-Spirit focussed programming

APPENDIX B

Priority 1: Intersectional Lens

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

1.1 Pilot Intersectional Framework

- Carried forward to Phase 2: The Equity Framework includes a number of supporting documents/tools to facilitate the integration of equity-informed decision-making into all aspects of City operations. These include:
 - Introduction to Intersectionality
 - Equity Reference Guide: Integrating Equity in City Processes
 - Equity Decision-Making Tool: A guide for Integrating Equity in City Processes

The above tools have been distributed to staff. Training and supports are being developed to build capacity to apply these tools in day-to-day work. These tools will support the implementation of the Equity Framework (see Phase 2 actions).

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

- Senior Staff received training on November 20, 2019.

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

- In progress

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](#). The survey has not been repeated and results are not available.

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

- On November 25, 2018, the City announced that it was accepted into the Initiative. The Scoping Study will be completed during Phase 2.

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

- In 2018 and 2019, the City recognized the [16 Days of Activism Against Gender-Based Violence](#) with internal and external campaigns.

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.

- Representatives from the Departments of Engineering Services and Planning, Urban Design and Sustainability met with the Women's Advisory Committee in 2018 and 2019.

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.

- 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 – Sex Worker Safety

- Sex worker safety remains a priority in the immediate and long-term regarding gender equity for women, 2SLGBTQIA and gender diverse peoples.
- The City continues to implement the Sex Work Response Guidelines and to engage with the diverse sex work community across Vancouver in safety planning.
- Key 2020 highlights which focused on sex workers and some anticipated 2021 initiatives:
 - Developed COVID-19 related resource guide for sex workers with assistance of sex work partner organizations.
 - Sex work planners deployed to EOC to coordinate COVID emergency response work.
 - Conducted consultations with sex workers and sex work affected groups in 2019-2020
 - Updated City's website page: "[Health and safety for sex workers and communities impacted by sex work, and the prevention of sexual exploitation](#)"

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.)

- On June 26, 2018, Council 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.

- 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.

- A host of Provincial Childcare initiatives have opened the door to a new and enhanced partnership between the Province and the City of Vancouver.
- On July 4, 2019, the City and the Province of British [Columbia jointly announced a partnership](#) that would increase new childcare spaces in Vancouver by 2,300 between 2019-2022.

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

- City Clerk's Office adopted 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 and wait their turn to speak.
 - Communication via Twitter has been improved to provide speakers with more updates during meetings and estimated times for their turn to speak.
 - 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](#).

Priority 4: Housing

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

- The [Housing Vancouver Strategy](#) prioritizes affordable housing, building the right types of affordable homes, protecting affordable rental housing, and providing housing and support for residents experiencing marginalized conditions.
- The [2020 Annual Progress Book](#) provides an update on the Housing Vancouver Strategy

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

- Carried forward to Phase 2: The City provided a [Homelessness Action Week 2019 Grant](#) of \$20,000, to the Downtown Eastside Women's Centre (DEWC) for a 'Needs Assessment: Obtaining and Maintaining Housing for Hard-to-House Women in the DTES'
- The Project will focus on determining the needs of women experiencing homeless or those at risk in terms of resources to support them in efforts to find and retain housing.
- This work has been delayed due to COVID-19; revised target date will be late fall 2020

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.

- City staff regularly engages with women-serving shelters 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.

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

- 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](#): The City, in partnership with the Vancouver Affordable Housing Agency and BC Housing, developed 39 self-contained studio homes for women in the Downtown Eastside. Seven of the homes are wheelchair accessible.
- 44% of tenants occupying the over 600 units of temporary modular are women.
- 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

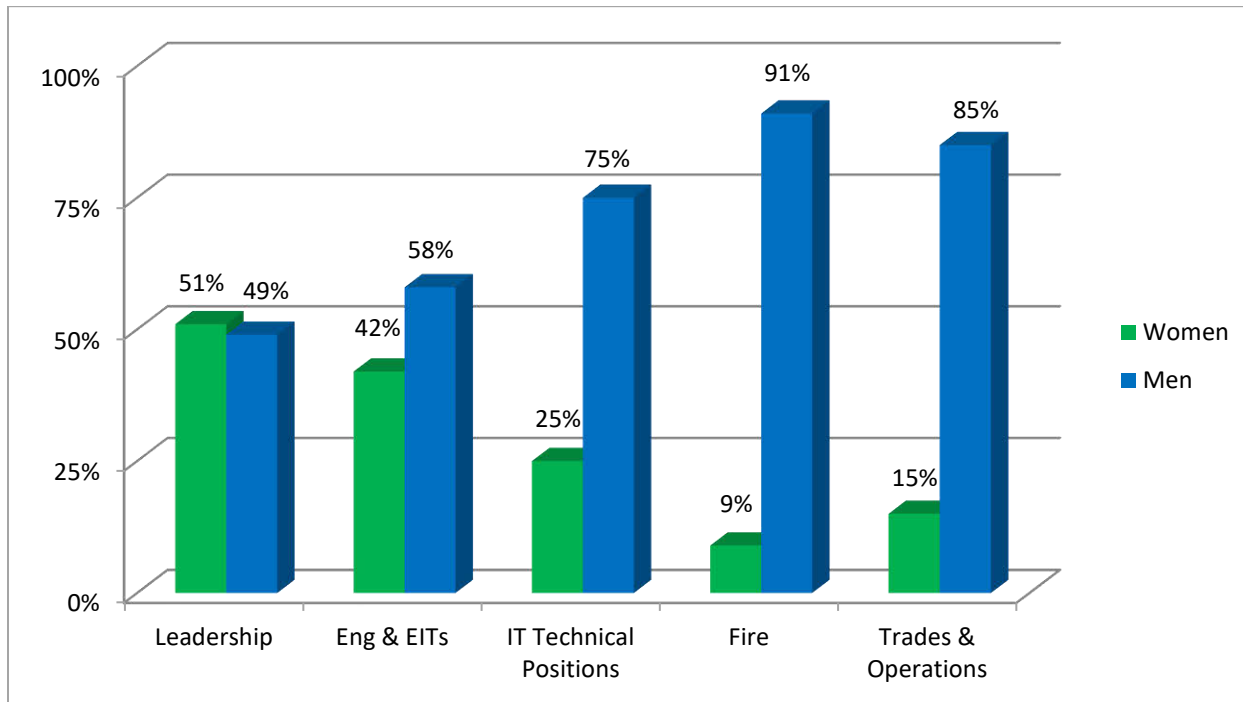
Objective 1: Effective immediately, the City will increase new hires for Senior Management roles to 50 per cent.

- This objective has been and continues to be achieved (see Table 1, below)

Objective 2: By 2020, the proportion of women new hires in under-represented occupations will be increased by at least 5 per cent over the 2017 baseline.

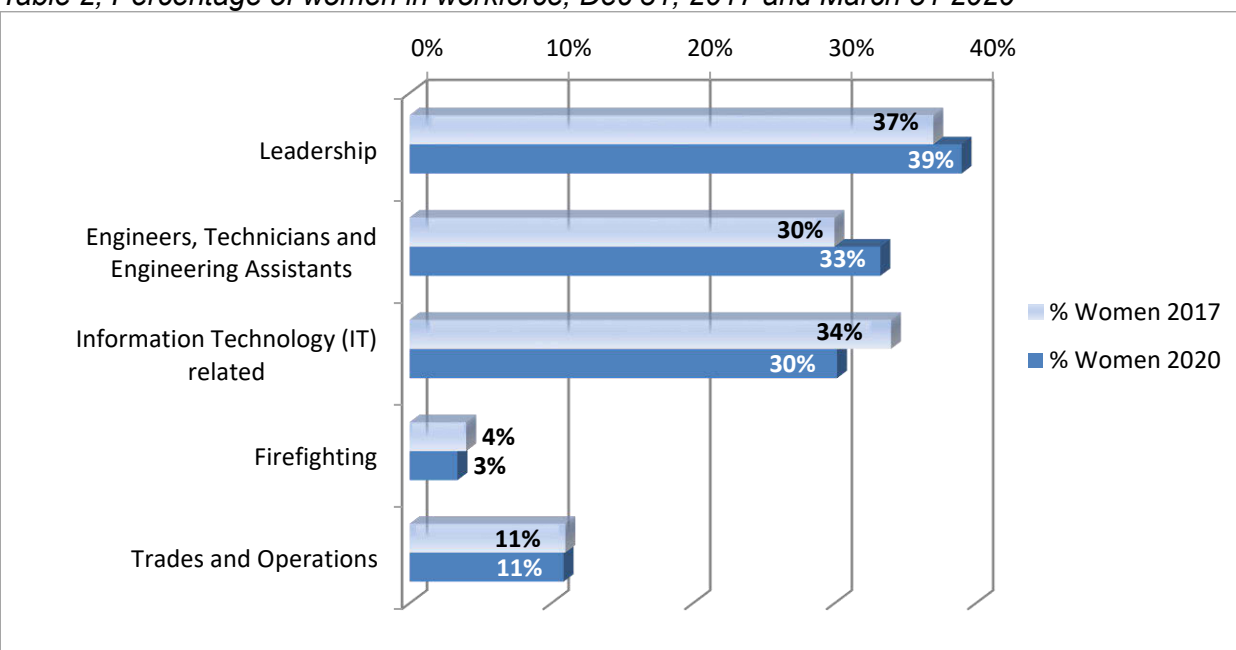
- This objective has not been met (see Table 1, below)
- The baseline for 2017 was 20% of all new hires in all under-represented occupations combined.
- The Phase 1 goal was to recruit at a rate of 25% women.
- At the end of 2019, the recruitment level over the two years remained at 20% overall.
- The bulk of hiring is in Trades & Operations.

Table 1, Percentage of new hires by occupational category, cumulative results 2018-2019



- Based on a review of our metrics and recruitment process, we learned:
 - For Engineering and IT related occupations, the City is recruiting at or above labour-market availability rates.
 - For trades and operational roles, the City is recruiting women at the same rate at they are applying. However, there are few women applicants to these roles. The City's current workforce composition for women in these roles (11%) is higher than industry standards (6%). Discussions with others in these industries indicate that there is a consistent shortage of women applying to these roles – in particular the entry-level operational roles.
 - For operational roles, one barrier to entry at the City of Vancouver is the very limited number and type of entry-level roles. Most operational roles are internally awarded based on seniority considerations. This limits the City's ability to hire diverse external candidates.
 - VFRS hires in annual recruitment cycles. VFRS made several changes to encourage greater diversity in applicants (see details below, in 5.6). These changes will take time to manifest over future annual hiring cycles.

Table 2, Percentage of women in workforce, Dec 31, 2017 and March 31 2020



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.

- The City signed the Minerva Pledge during a staff event held on March 9th 2018 recognizing International Women's Day.

5.2 Develop and implement a Breastfeeding Policy for City Staff.

- The [Breastfeeding in the Workplace](#) was completed and implemented in November of 2019.

5.3 Conduct focus groups with women in leadership and under-represented positions.

- During 2019, focus groups were held with women in leadership, engineering-related positions, IT-technical positions, trades, and operations' positions.

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

- The "[Workforce Pay Rates and Gender](#)" report was released in the City's Open Data Portal in February 2020. The report will be updated annually.

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

- Recruitment staff received the training in the Spring of 2018. Since then, new recruitment staff have been required to take the training.
- 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...

... Compensation and benefits

- The City's compensation package for exempt (non-unionized) staff has been updated. Effective September 1, 2020
 - Contraceptives are covered under the City's extended health plan
 - Parental leave top up to 75% of gross salary for 12 weeks is available for exempt staff on approved parental leave and in receipt of EI parental leave benefits
- Discussions regarding these benefits will be integrated in the collective bargaining process for unionized employees which is ongoing.

... Research

- The City 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](#)".
- 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.
- Engineering Services partnered with the University of British Columbia to participate in [Project RISE](#) an collaborative effort led by a consortium of Canadian research scientists to survey professionals working in science, engineering, and technology organizations. The research seeks to identify how workplace culture promotes employee success—above and beyond organizational policies.
- Human Resources and Engineering Services partnered with the [Canadian Coalition of Women in Engineering, Sciences, Trades and Technology](#) (CCWESTT), to develop, pilot, and implement a Code of Practice that defines a respectful workplace. This Code will present strategies to create and sustain the attitudes, practices, behaviours, and policies that are necessary for workplace culture change.

... Outreach and Recruitment

- Vancouver Fire and Rescue Services (VFRS).
 - In 2018, VFRS conducted 25 sessions with 1,042 attendees, 41% of which were women. This was a 20% increase from 2017.
 - VFRS promotes diverse recruitment by attending community events and career fairs.

- In 2019, VFRS hosted two workshops aimed at recruiting women.
- VFRS offers recruitment coaching for interested women applicants. Twenty-four women applicants benefitted from this coaching in 2019.
- The City hosted an employment information open house in 2019 aimed at women interested in working in operations and trades. The event attracted 68 women.
- On May 11th, 2019, the City hosted its annual Family Fun Fair at Manitoba Works yard. 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 for the purposes of recruitment outreach.

... **Strategic Initiatives**

- The City took an active role in participating in the Women Deliver Conference including offering [free satellite events](#) at the Vancouver Public Library.
- In 2018-2019, VFRS hired a temporary full time Assistant Chief, Recruiting, Outreach, Diversity & Inclusion with a mandate to increase workforce diversity.
- In 2019, Engineering Services launched its Diversity and Inclusion Action Plan outlining a comprehensive set of actions to address workplace diversity and inclusion for 2019-2020. The plan had been developed over two years of consultation with internal groups and aimed to accomplish 33 actions across three core goal areas: Attraction and Recruitment, Employee Experience, and Career Development and Opportunities. The plan was conceived as a short-term set of actions to bridge the department to a long-term strategy, which will be developed in 2021.