

From: "Johnston, Sadhu" <Sadhu.Johnston@vancouver.ca>

To: "Direct to Mayor and Council - DL" <CCDTMACDL@vancouver.ca>

Date: 5/2/2016 8:33:07 PM

Subject: RTS 011414 - Memo on Mentorship Program for Women

Attachments: [HR - Memo to Mayor & Council - Council Motion on Mentorship Program forpdf](#)

Dear Mayor and Council,

Please see the attached memo from Andrew Naklicki, Deputy General Manager, Human Resources on the Council motion on Mentorship Program for Women (RTS 011414)

A short summary of the memos is as follows:

- current City mentorship programs comprise at least 50% female mentors/mentees
- staff will continue to ensure that there is gender parity
- as part of leadership development, HR considers ongoing opportunities for staff to interface with women in the community as a way of increasing their knowledge and interest of the public service

For further questions, please contact Christina Medland, Director of Organizational Development and Strategic Initiatives at 604-873-7659.

Best,
Sadhu Johnston
City Manager

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HUMAN RESOURCE SERVICES
Office of the General Manager

VanRIMS No.: 01-9000-20

MEMORANDUM

April 27, 2016

TO: Mayor and Council

CC: Sadhu Johnston, City Manager
Paul Mochrie, Deputy City Manager
Janice MacKenzie, City Clerk
Lynda Graves, Manager, Administration Services, City Manager's Office
Rena Kendall-Craden, Director, Communications
Mike Magee, Chief of Staff, Mayor's Office
Kevin Quinlan, Deputy Chief of Staff, Mayor's Office
Emma Lee, Director Community Relations, Mayor's Office
Katie Robb, Director of Communications, Mayor's Office
Lisa Brown, Manager, Administrative Services, Human Resources

FROM: Andrew Naklicki, Deputy General Manager, Human Resources

SUBJECT: Council Motion on Mentorship Program for Women (RTS 011414)

Dear Mayor and Council,

On April 5, 2016, a motion on a Mentorship Program for Women was considered by Council and referred "*...to staff for consideration as part of their ongoing consideration of mentorship programs*". This memo provides information in response to that referral.

The City does not have a mentorship program solely dedicated to women; however, we currently offer three mentorship programs which include a broad cross-section of City staff and females from the community. These include Greenest City Action Team Scholars, CityStudio Vancouver and the Mentorship Program for New Immigrant Professionals. The latter program is delivered in partnership with the Immigrant Employment Council of B.C. (IEC-BC).

For each of these three programs, women comprise at least 50% of the candidates that have received mentoring support to date. Looking forward, staff will continue to ensure that women are appropriately represented, both as mentors and mentees.

In addition to the formal programs coordinated by the City, many staff and members of Council contribute time outside of their roles with the City in mentoring women through different community agencies and educational institutes.

Each of the current City programs is outlined below:

Greenest City Action Team Scholars

This program, established in 2010 with a City of Vancouver - UBC Partnership Agreement, engages UBC graduate students to work on sustainability projects in support of the Greenest City 2020 Action Plan. UBC provides individual grants of \$5000.00 to each successful student candidate in support of their work on one project (250 hours of work) to contribute to the Greenest City Action Team's long-term goal. To date, 79 students have gone through the program and projects undertaken include clean water, green transportation options, urban agriculture and green building design & construction.

To date, just over half of the students have been female.

<http://vancouver.ca/green-vancouver/opportunities-for-students.aspx>

CityStudio Vancouver

CityStudio provides another innovative hub for sustainability education and collaboration. The program engages students and faculty from six post-secondary institutions, including BCIT, SFU, Langara, Vancouver Community College, Emily Carr and UBC. City staff and community advisors are also part of the program. 2015 was the fourth year of the program designed to contribute to projects on the City's Greenest City Action Plan, Healthy City Strategy and Engaged City Strategy. With 195 projects to date, CityStudio has been recognized with several awards for its innovative work. CityStudio has engaged 3,500 students, 163 faculty and 75 City staff since its inception.

To date, half of the students have been female.

<http://vancouver.ca/green-vancouver/opportunities-for-students.aspx>

Mentorship Program for New Immigrant Professionals

This program, in partnership with the Immigrant Employment Council of BC (IEC-BC), is designed to match City staff with new immigrants of similar professional backgrounds. Now entering its fifth year, over 100 staff has taken part as mentors with a corresponding number of mentees. The new immigrant professionals, many of whom are millennials, are referred by immigrant serving agencies in the community and include backgrounds in IT, Engineering, Human Resources, Planning & Development, Finance and Project Management.

The 2016 IEC-BC program is comprised of 57% female immigrant mentees and 57% of our staff mentors are female.

<http://citywire.city.vancouver.bc.ca/eo/mentorship/index.htm>

As we look at leadership development for employees we are also considering their ability to mentor women in the community with an aim to evolving the mentees perception of working in the public service. This will also provide our female staff the opportunity to position the City as a leader in the community in terms of gender parity and also provide them with an incredible learning experience.

For further questions, please contact Christina Medland, Director of Organizational Development and Strategic Initiatives at 604-873-7659.



Andrew Naklicki
Deputy General Manager, Human Resources