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

Date: 3/3/2017 5:30:47 PM

Subject: Memo - Report Back - RTS 11780 - Action on Gender Equality

Attachments: HR - Report back RTS 11780 - Action on Gender Equality - 2017.03.03.pdf

Dear Mayor and Council,

Please see attached memo from Andrew Naklicki, Chief Human Resources Offices, with an update on the work underway related to the Motion passed on April 6, 2016.

A short summary of the memo is as follows which includes updates on each of the 3 directives contained in the Motion:

- THAT Council formally adopt a policy that the number of women appointed to City advisory committees must be equal or greater than 50% - **City Clerks is currently drafting a Public Appointment to Civic Agencies Policy**
- THAT Council direct staff to undertake a review of City funding through Social Policy Grants and subsidized housing prior to the 2017 granting cycle to ensure that funding and support enables equitable delivery of services for women and girls, particularly in the Downtown Eastside (DTES) - **Changes have been made to the grant application forms and data continues to be captured**
- THAT Council direct staff to work with the Women's Advisory Committee to establish a process to review the 2005 Gender Equality Strategy and update it, with an eye to successful approaches, integrating more recently adopted policy such as that in Healthy City and the Mental Health and Addictions Task Force, and taking into account a change in national and provincial context - **A project and implementation plan has been created in conjunction with the Women's Advisory Committee. Public Engagement Strategy developed which launches on March 6th, 2017 with an on line survey and a Public Engagement forum is scheduled on April 19th, 2017. Key stakeholders in the community and experts will be consulted.**

Best
Sadhu

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HUMAN RESOURCES
Chief Human Resources Officer

VanRIMS No.: 01-9000-20

MEMORANDUM

March 03, 2017

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
Lisa Brown, Manager, Administration Services, Human Resources
Rena Kendall-Craden, Director, Communications
Kathleen Llewellyn-Thomas, General Manager, Community Services
Kevin Quinlan, Chief of Staff, Mayor's Office
Katie Robb, Director, Communications, Mayor's Office
Naveen Girn, Director of Community Relations, Mayor's Office

FROM: Andrew Naklicki, Chief Human Resources Officer

SUBJECT: Council Motion "BECAUSE IT'S 2016: Action on Gender Equality" (RTS 11780)

Dear Mayor and Council,

The purpose of this memo is to provide Council with an update on the work underway related to the subject motion passed on April 6, 2016. There were three directives resolved by Council, and we will provide an update on all three. They are:

- A. THAT Council formally adopt a policy that the number of women appointed to City advisory committees must be equal or greater than 50%
- B. THAT Council direct staff to undertake a review of City funding through Social Policy Grants and subsidized housing prior to the 2017 granting cycle to ensure that funding and support enables equitable delivery of services for women and girls, particularly in the Downtown Eastside (DTES)
- C. THAT Council direct staff to work with the Women's Advisory Committee to establish a process to review the 2005 Gender Equality Strategy and update it, with an eye to successful approaches, integrating more recently adopted policy such as that in Healthy City and the Mental Health and Addictions Task Force, and taking into account a change in national and provincial context

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6/22/2017

- A. Council formally adopt a policy that the number of women appointed to City advisory committees must be equal or greater than 50%

The City Clerk's Office is currently drafting a Public Appointment to Civic Agencies Policy for presentation to Council which formalizes the selection process for public appointments to civic agencies and the general management of members. In aligning with Council's priority on promoting gender equality and overall diversity on the City's civic agencies, the proposed Policy includes statements seeking diverse representation on advisory committees based on community composition including age, gender, neighbourhood, racial origin, income level, sexual orientation, ancestry, background and disability.

- B. Council direct staff to undertake a review of City funding through Social Policy Grants and subsidized housing prior to the 2017 granting cycle to ensure that funding and support enables equitable delivery of services for women and girls, particularly in the Downtown Eastside (DTES)

Within Community Services, the areas of Social Policy, Housing Policy and Projects and Housing Delivery and Operations have each undertaken steps as outlined below.

- Community Services, Social Policy and Projects:
Social Policy is newly including the following reference to the motion succeeded by a specific question intended to measure equitable and accessible programs and services for women and girls in the 2017 Direct Social Service grant applications:

On April 6, 2016 Vancouver City Council passed a motion called Because It's 2016: Action on Gender Equality. The motion made a number of commitments including "that Social Policy Grants ... ensure that funding and support enables equitable delivery of services for women and girls ..."

Please indicate what steps your program takes to identify barriers to access and ensure equitable delivery of service for women and girls.

This year Social Policy received 182 complete grant applications (for Direct Social Services, Organizational Capacity Building, Neighbourhood Organization and Sustainable Food Systems). Of these 182 grant applications 97% responded that they do something to address women and girls equity.

- Community Services, Housing Policy and Projects:
Housing Policy and Projects staff have undertaken a review of projects funded by the City through the Homelessness Action Week (HAW) Grants in 2016, and the Housing Infrastructure Grants for the current capital plan (2015 & 2016).

In consultation with Social Policy and Projects staff, several changes to the grant application forms for both grants were made ahead of the 2017 cycle.

- a. Housing Staff adopted the approach of the Direct Social Services (DSS) Grant forms to include a priority population table as an appendix to the application forms. Applicants are asked to describe the primary population(s) that their project serves and the question refers them to the priority table. This table was populated

as the result of Council Advisory Committees, Mayor's Task Force groups, and current city strategies, policies and action plans.

Women and Girls have been included in the priority table as one of the population groups, as recognized by the motion, council-adopted Gender Equality Strategy, and the ongoing work of the Women's Advisory Committee.

- b. A question was added to ask applicants to identify any goals from other key City strategies that their project links to. Beyond the Housing and Homelessness Strategy, the Healthy City Strategy, Greenest City Action Plan, as well as recently adopted neighbourhood plans are specifically highlighted. Links to these documents, along with a listing of other active City strategies, have been included in a second table for reference.

Housing staff anticipate that these changes will allow for improved data and oversight for the purposes of reporting on primary populations served and ensuring that funding support continues to be directed to projects that address council priorities.

- Community Services, Housing Delivery and Operations:
Subsidized housing that is operated by the City directly has a practice to ensure that the population served represents the demography of those living in Vancouver that are in poverty, marginalized or homeless. More work is planned to enable reporting to continue to ensure that the population served in our subsidized housing addresses the groups identified in council strategies.

As of February 1, 2017, the gender breakdown at the City's ten non-market housing residences is as follows:

Female	159
Male	685
Transgender	7
Total Tenants	851

As the City evolves its role into the broader oversight of subsidized housing that is operating on City lands, staff will look at ways to enable reporting on the primary populations served so that scarce City resources are applied in accordance with council policies and priorities.

- C. Council direct staff to work with the Women's Advisory Committee to establish a process to review the 2005 Gender Equality Strategy and update it, with an eye to successful approaches, integrating more recently adopted policy such as that in Healthy City and the Mental Health and Addictions Task Force, and taking into account a change in national and provincial context

In October 2016, staff from the Human Resources Department met with the Women's Advisory Committee (WAC) to discuss the proposed project plan and process to review and update the strategy. Steps were then taken to obtain any further status updates from departments with assigned action items including City Clerk's, Community Services, Planning, Equal Employment Opportunity and Vancouver Police Department. City Council and the Mayor's Office also had assigned actions.

In January 2017, a working session took place with staff and members of the Women's Advisory Committee (WAC). The purpose of the session was to provide a review of action items in the 2005 strategy and gain input on top priorities and criteria for inclusion in the updated Gender Equality Strategy. Results from a short pre-session questionnaire to members were also reported, as well as a summary of related legislation.

Continuing work includes communication and input from WAC, integration of related policy such as Healthy City, research into best practices, and consultation with internal departments, subject matter experts and those with lived experience. Public Engagement is assisting with the launch of an online survey early March on International Women's Day, as well as a community engagement forum in April. The culmination of this research and broad consultation will result in a comprehensive Gender Equality Strategy that reflects successful approaches and related Council priorities. The updated strategy is expected to be presented to Council in October 2017.

If you have any questions regarding this information update, please let me know.



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Chief Human Resources Officer

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