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To: "[Direct to Mayor and Council - DL](#)"

Date: 4/2/2026 3:54:30 PM

Subject: Memo: City-wide Equity 2025 Updates, 2026 Work Plan, and Motions (RTS 18311; 18307) Report Back

Attachments: CMO - Memo (Council) - City-wide Equity 2025 Updates and 2026 Work Plan (2026-04-02).pdf

Dear Mayor and Council,

The attached memo provides an update on the City's equity work and reports back on the two November 5, 2025 motions: (1) [Ensuring Continuity of the Women's Equity Strategy Following the Equity Office Closure](#) (RTS 18311) and (2) [Advancing a Gender-Based Violence Prevention Strategy](#) (RTS 18307).

Key highlights include:

- Establishment of a new cross-departmental steering committee to ensure alignment and effective implementation of equity initiatives, building on the Equity Framework to bring a structured and coordinated lens;
- A summary of City-wide Equity 2025 Updates and 2026 Work Plan (Appendix A), including updates on sex worker safety and UN Safe Cities work in response to November 5 motion;
- A snapshot of the progress on the Women's Equity Strategy from 2018 to 2025 (Appendix B); and
- Input from the Women's Advisory Committee, following engagement on the contents of the memo (Appendix C).

If you require additional information, please contact me and I will work with staff to respond through the Weekly Q&As.

Thank you,

Sandra

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The City of Vancouver acknowledges the unceded homelands of the x̱m̱ ḵ y̱ m̱ (Musqueam), S̱ wxw̱i7mes̱ (Squamish), and Seḻiḻw̱iṯuḻh (Tsleil-Waututh) Nations.

MEMORANDUM

April 2, 2026

TO: Mayor & Council

CC: Donny van Dyk, City Manager
Armin Amrolia, Deputy City Manager
Karen Levitt, Deputy City Manager
Chris Freek, Director of Civic Engagement & Communications
Katrina Leckovic, City Clerk
Teresa Jong, Administrative Services Manager, City Manager's Office
Mellisa Morphy, Director of Policy, Mayor's Office
Trevor Ford, Chief of Staff, Mayor's Office
Margaret Wittgens, General Manager, Arts, Culture and Community Services
Corrie Okell, General Manager, Development, Buildings, and Licencing
Lon LaClaire, General Manager, Engineering Services
Andrew Naklicki, General Manager, Human Resources
Josh White, General Manager, Planning, Urban Design, and Sustainability
Steve Jackson, General Manager, Parks and Recreation
Lindsay Grant, Acting Senior Director, Indigenous Relations

FROM: Sandra Singh, Deputy City Manager

SUBJECT: 2025 City-Wide Equity Update and 2026 Equity Work Plan

RTS #: 18311 & 18307

PURPOSE

This memo provides an update to Council on a City-Wide Equity Work Program for 2025 and plans for 2026.

Furthermore, this memo reports back on two November 5, 2025 Council motions, specifically:

- [“Ensuring Continuity of the Women’s Equity Strategy Following the Closure of the Equity Office,”](#) with updates on the Women’s Equity Strategy; and,
- [“Advancing a Gender-Based Violence Prevention Strategy,”](#) with updates on sex worker safety and UN Safe Cities work.

BACKGROUND

In July 2021, City Council unanimously adopted the City of Vancouver’s Equity Framework ([July 20, 2021](#), [RTS 14507](#)), which was developed in order to advance a more proactive, coordinated and consistent approach to addressing equity-related issues and initiatives across City departments. The Equity Framework is a foundational policy framework that guides culture

change within the City of Vancouver as local government. Accountability for realization of the Framework’s vision lies with staff across all City departments and governing bodies.

In December 2024, a new executive level operational governance structure – the Equity Leadership Steering Committee (ELSC) – was established to ensure that equity initiatives across the organization are aligned and effectively implemented. ELSC is chaired by Deputy City Manager Sandra Singh and includes General Managers from across City departments, and the Senior Director of Indigenous Relations. The Strategy and Project Support Office (SPSO) provides strategic support to the ELSC.

In 2022, the City used the [Global Diversity, Equity, and Inclusion Benchmarks \(GDEIB\)](#) to conduct the Equity Maturity Assessment ([RTS 14640](#)) to benchmark and set goals across a number of focus areas. The City will continue to use the GDEIB, a tool adapted and customized for the City of Vancouver, to assess, organize, measure, and advance equity work. The City is due for a re-assessment to refresh the roadmap for a systemic and developmental approach.

DISCUSSION

City-wide equity work builds on the Equity Framework to bring a structural, systemic, and coordinated lens to the City’s equity initiatives and to establish an overall Equity Work Plan for the organization. The annual Equity Work Plan enables centralized, strategic decision-making to better support all departments and project teams leading the work. Staff will provide an annual equity update to Council including a summary of the equity initiatives across the whole organization; however, specific strategies will still be presented to Council for direction as required.

Appendix A summarizes the 2025 City-Wide Equity Work Program updates and a new 2026 Equity Work Plan. The 2025 City-Wide Equity Work Program highlights recent work on 24 key strategies, frameworks, policies, and projects. It does not capture all equity-related initiatives underway across the City which have been incorporated into ongoing work (e.g., trainings, recruitment and retention efforts, other partnerships, grants, and programs aimed at serving equity-denied communities). While many of the projects captured under the 2026 Work Plan identify lead departments, they require cross-departmental coordination in their implementation.

The 2026 Work Plan includes forthcoming work for the 24 key strategies, frameworks, policies and projects across multiple departments. Staff will continue to seek to streamline actions across the strategies; develop internal priorities, guidelines, and policies; and to keep Council informed of progress on strategies and frameworks.

Motion (November 5, 2025): “Ensuring Continuity of the Women’s Equity Strategy Following the Closure of the Equity Office”

The November 5, 2025 motion¹ directs staff to report back on the status of the Women’s Equity Strategy and options for coordination of equity-related work, following the closure of the Equity Office. The motion also directs staff to engage the Women’s Advisory Committee on related work.

In January 2018, the “Vancouver: A City for All Women, Women’s Equity Strategy 2018-2028” (“WES”) was adopted by Council ([January 17, 2018](#); [RTS 11780](#)) to guide policy, service delivery and workplace culture. It identified five priority areas: intersectional lens, safety, childcare, housing, and representation and leadership in the City’s workforce. The WES set a

¹ Council Member’s Motion: “Ensuring Continuity of the Women’s Equity Strategy Following the Closure of the Equity Office” ([November 5, 2025](#)).

long-term vision and commitment to advancing gender equity and recognized responsiveness to the changes in the political and social contexts as a key success factor.

Actions were identified and completed in phases. The final updates on Phase 1 can be found in the 2021 Council report ([March 10, 2021](#); [RTS 14228](#)) and Phase 2 updates in a 2022 Council memo ([March 7, 2022](#)). Since then, progress on the implementation has been reported in the 2023 and 2024 Equity Framework Implementation Update Reports ([June 28, 2023](#); [RTS 15507](#) & [July 9, 2024](#); [RTS 16286](#)). Appendix A includes a summary of the Women's Equity Strategy work completed in 2025 and the 2026 Work Plan.

As directed by Council, staff engaged the Women's Advisory Committee in January 2026 to provide an overview of progress on the WES. The update is included in Appendix B and highlights key initiatives completed between 2018 to 2025. Staff will continue to implement and review ongoing actions as part of the 2026 Equity Work Plan, and report back to Council on key metrics in Q4 as part of the annual City-Wide Equity Update. Actions across the five WES pillars will also be advanced alongside other equity-related priorities identified in the City-wide Equity Work Plan, to better coordinate equity outcomes and implementation across City departments.

The motion also directs staff to engage the Women's Advisory Committee (WAC) and provide an opportunity for the WAC to participate in the presentation of this information to Council. The WAC was invited to submit their comments, which are included in Appendix C. Their submission is summarized below:

The Women's Advisory Committee (WAC) emphasizes that the goals of the Women's Equity Strategy (WES) must remain a priority until 2028 and beyond, recognizing the important work already underway across its core areas and stressing the need for continued focus on systemic barriers affecting women in Vancouver. The committee is concerned about budget impacts and staffing/program impacts, noting that constrained municipal budgets risk undermining progress on gender safety, housing, childcare, and equitable employment.

The WAC also underscores the urgency of advancing the City's GenderBased Violence Strategy & Task Force, stressing that gender-based violence is a public health and safety emergency requiring coordinated, wellresourced action in partnership with community and survivorled organizations. Additionally, the committee reiterates that affordable childcare is a necessity for a thriving city, supporting universal, publicly funded childcare to reduce structural barriers for women and families.

Looking ahead, the WAC looks forward to continued collaboration with Council and staff to ensure momentum toward the WES continues through 2028 and beyond.

Motion (November 5, 2025): "Advancing a Gender-Based Violence Prevention Strategy"

The November 5, 2025 motion² directs staff to prepare a memo to Council in advance of the *16 Days of Activism Against Gender-Based Violence* (November 25 to December 10), and calls for the creation of a Gender-Based Violence Prevention Task Force and the development of a City-wide strategy to strengthen prevention, coordination, and accountability across sectors.

Staff reported back to Council with updates on sex work safety and the UN Safe Cities work as part of a 2022 memo ([March 7, 2022](#)) on Phase 2 implementation of the WES, as part of the 2024 Equity Update ([July 9, 2024](#); [RTS 16286](#)), and a 2025 memo ([November 26, 2025](#); [RTS 18307](#)). Appendix A includes further updates on sex worker safety, UN Safe Cities initiative, and

² Council Member's Motion: "Advancing a Gender-Based Violence Prevention Strategy" ([November 5, 2025](#)).

another related initiative, Two-Spirit, Trans, Gender Diverse (2STGD+) Safety and Inclusion Action Plan.

Items B and C of the motion, related to the development of a Gender-Based Violence Prevention Strategy, will be scoped in 2026 and aligned with these three initiatives, the Women's Equity Strategy, and other relevant work.

NEXT STEPS

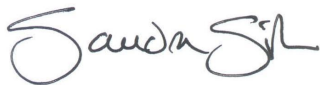
Throughout 2026, staff will focus on implementation of existing equity-related strategies and coordination across departments. Individual strategies will be brought to Council for updates and decision on an as-needed basis.

In Q1 2026, staff will meet with related Council Advisory Committees to provide an overview of the 2026 City-Wide Equity Work Plan and work completed in 2025. In Q4 2026, staff will provide another update to Council on the work completed in 2026 and the Equity Work Plan for 2027.

FINAL REMARKS

The ELSC and the annual Equity Work Plan provide a key opportunity to guide strategic decisions across the City's equity initiatives, addressing systemic barriers and improving the efficient delivery of services for underserved Vancouver residents.

Should Council have any questions arising from the contents of this update, please contact me directly and I will work with the relevant General Manager(s) on responses through the weekly Q&As.



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APPENDIX A
2025 City-Wide Equity Work Program Updates and 2026 Work Plan

PUBLIC POLICIES AND SERVICES				
Policy	Summary	2025 Work Completed	2026 Work Plan	Dept
Healthy City Strategy Refresh	Directed by Council ³ , the Refresh (May 8, 2024 ; RTS 16138) updates the City of Vancouver’s overall social sustainability framework with renewed long-term goals for health and well-being across the population.	<ul style="list-style-type: none"> Engaged departments and community partners. Drafted renewed strategy. 	<ul style="list-style-type: none"> Present renewed strategy to Council in Q1. Convene working groups to advance continued implementation, monitoring, and City contributions to each goal. 	ACCS
Older Persons Strategic Framework	The Framework (February 5, 2025 ; RTS 17637) adapts the World Health Organization’s Age-Friendly Cities and Communities Framework to the Vancouver context.	<ul style="list-style-type: none"> Conducted city-wide public engagement on Framework, implemented 2025 priority actions, and developed 2026 actions. Approved multi-year grant funding for select seniors’ organizations. Participated in Advisory Committee for Centre for Healthy Aging at new St. Paul’s Hospital. 	<ul style="list-style-type: none"> Implement 2026 actions. 	SPSO
Anti-Black Racism and Cultural Redress Framework and Priority Actions	Following the Interim Report (September 27, 2022 ; RTS 14854) to Council, staff have refined and rescoped the actions and will report back to Council in early 2026.	<ul style="list-style-type: none"> Finalization of actions in the interim report, with 9 actions completed from 2024-2025. Held internal engagements to re-scope and refine current/future actions, and ongoing engagement with the Community Advisory Committee. Engaged academic consultant to produce 6 thematic reports summarizing history of Black and African Diaspora in Vancouver. 	<ul style="list-style-type: none"> Finalize updated action plan, and materials for internal and public dissemination. Memo to Council in Q1. Evaluate 2023-2025 pilot of SIP grant funding. 	ACCS

³ Council Member’s Motion: “Aligning the Healthy City Strategy with the UN Sustainable Development Goals” ([January 21, 2020](#)).

		<ul style="list-style-type: none"> • Provided third year of Social Innovation Project (SIP) grant funding for Black-led/Black-serving organizations. 		
Anti-Racism Action Plan	Responds to Council motion ⁴ to develop a strategy and incorporate into existing work.	<ul style="list-style-type: none"> • Conducted internal engagement to develop actions. 	<ul style="list-style-type: none"> • Memo to Council in Q1. • Implementation of Action Plan. 	ACCS
Accessibility Strategy & Multi-Year Action Plan	Strategy was approved by Council in 2022 (July 19, 2022 ; RTS 14734); Multi-Year Action Plan was developed in 2024 (July 9, 2024 ; RTS 15313).	<ul style="list-style-type: none"> • Continued implementation of the Multi-Year Action Plan. • Council approved amendment to Terms of Reference for Accessibility Committee in Q3 2025. 	<ul style="list-style-type: none"> • Provide an 'annual report' update to Council in Q1 2026. • Continued implementation of Action Plan. 	ACCS
Sex Worker Safety	The City continues to work towards improved health and safety of sex workers through ongoing interdepartmental and partner coordination, in response to issues impacting indoor and outdoor sex workers.	<ul style="list-style-type: none"> • Consistent convening and supporting sex worker serving NPO partners. • Regularly meet with Vancouver Police Department through the COV-VPD Sex Worker Safety Committee. • Provided feedback on the VPD's 2025 Sex Work Enforcement Guidelines. • Supported operations of Kingsway Community Station and initiated planning related to its relocation. • Provided sex work safety considerations to departments. 	<ul style="list-style-type: none"> • Coordinate new location and support for Kingsway Community Station. • Contribute to FIFA Human Rights Framework planning. • Continued engagement with internal departments, partners and sex worker serving non-profit organizations (including provision of social grants). 	ACCS
Trans, Gender Diverse and Two-Spirit Safety and Inclusion Action Plan	Responds to Council Motion ⁵ to create and implement a renewed Action Plan with a focus on inclusion and safety.	<ul style="list-style-type: none"> • Conducted extensive community engagement in Q2-Q3 2025. • Held interdepartmental engagements and meetings with directors in Q2-Q3 2025. • Developed draft Action Plan. 	<ul style="list-style-type: none"> • Finalize Action Plan. • Present Action Plan to Council Q1. • Contribute to FIFA Human Rights Framework planning. 	ACCS
UN Safe Cities and Safe Public Spaces	The UN Safe Cities and Safe Public Spaces	<ul style="list-style-type: none"> • The scoping study and engagement have been completed and used to inform City priorities and strategies (e.g., Granville 	<ul style="list-style-type: none"> • Memo to Council in Q1. 	ACCS

⁴ Council Member's Motion: "Standing Up to the Rise in Anti-Asian Racism, All Racism & Hate Crimes" ([June 9, 2020](#)).

⁵ Council Member's Motion: "Trans, Gender Diverse and Two-Spirit (TGD2S) Inclusion and Safety Action Plan" ([November 29, 2023](#)).

	initiative has been underway since 2020.	<p>Entertainment District Area Plan), incorporating a gender safety lens.</p> <ul style="list-style-type: none"> • Council approved a social grant in November to Good Night Out Vancouver for “Gender Safety & Large-Scale Sporting Event” project. 	<ul style="list-style-type: none"> • Update the City’s web page to share the scoping study findings in Q1/2. • Continued scoping of options for GBV programming in alignment with the Granville Entertainment District plan. • Support Good Night Out with development of project plan associated with 2025 grant. • Contribute to FIFA Human Rights Framework planning. 	
Women’s Equity Strategy	Strategy (January 16, 2018 ; RTS 11780) has been implemented in Phase 1 and 2. Actions have continued in all five Priority Areas.	<ul style="list-style-type: none"> • Equity and Decolonization of Data Community of Practice piloted a workshop on the Intersectionality Toolkit, a resource developed to support staff. • Minerva Leading the Way, the leadership development program for women and gender diverse staff, has continued to be delivered and positively received by staff. • As part of the annual pay transparency reports (in compliance with the provincial Pay Transparency Act), the City asks staff to self-report their gender on an annual and voluntary basis. 	<ul style="list-style-type: none"> • As directed by Council⁶, report back to Council with an update and engage with the Women’s Advisory Committee. • Evaluate continuation of Minerva Women Leading the Way Program. • Explore opportunities to further embed an intersectional lens. • Ongoing WES work will be identified as part of 2026 Work Plan, with updates provided in the Q4 report back. 	ACCS, HR
Youth Safety and Violence Prevention Strategy	The federally-funded Strategy (October 18, 2023 ; RTS 15828) outlines a comprehensive approach to enhancing safety and wellbeing of youth in Vancouver. It aims to address root causes of youth violence	<ul style="list-style-type: none"> • Provided program update to Council (May 7, 2025; RTS 17706). • Disbursed \$2.7M in federal grant funding. • Developed plan for a sustainability plan with city-wide youth engagement in fall 2025. 	<ul style="list-style-type: none"> • Report to Council in Q2 on achievements of 3-year federally funded program. • Develop Phase 2 proposal for ongoing federal funding for youth safety and violence prevention program. 	ACCS

⁶ Council Member’s Motion: Ensuring Continuity of the Women’s Equity Strategy Following the Closure of the Equity Office ([November 5, 2025](#)).

	and identify community and public responses that effectively prevent its occurrence and recurrence.			
Washrooms Framework	Responds to Council Motion ⁷ (January 20, 2026 ; RTS 18029) develop an overarching “City Washroom Framework” providing long-term direction and guiding principles with aligned prioritized actions.	<ul style="list-style-type: none"> • Conducted gap assessment mapping of washroom needs and access. • Drafted Framework and Guiding Principles. 	<ul style="list-style-type: none"> • Presented the Framework to Council in January. • Develop area-specific action plans. 	SPSO
Commemoration Framework	Framework (RTS 14868) guides the intake, assessment, and approval process for commemoration requests of acknowledging the memory of people, places, events, and ideas through proclamations, monuments, public art and naming.	<ul style="list-style-type: none"> • Re-launched framework development, following pause while Sponsorship and Naming Rights was developed and approved • Briefed Council in September 2025. 	<ul style="list-style-type: none"> • Seek Council direction in Q1. • Implementation by Q4 	ACCS
Placekeeping Motion	Responds to Council Motion ⁸ to develop recommendations to protect and promote cultural food assets and other forms of intangible cultural heritage.	<ul style="list-style-type: none"> • Through partnership between ACCS SPP and Cultural Redress, conducted targeted community engagement of small and independent cultural businesses. • Completed an internal review of existing City strategies/policies and engagement with City staff across departments to identify gaps and opportunities. • Completed research on best practices from other cities 	<ul style="list-style-type: none"> • Report back to Council with recommendations. 	ACCS

⁷ Council Member’s Motion: “Places to Be and Places to Go” ([May 21, 2025](#)).

⁸ Council Member’s Motion: “Place keeping: Protecting and Supporting Cultural Food Assets and Other Forms of Intangible Cultural Heritage in Vancouver” ([March 30, 2022](#)).

FIFA Human Rights Framework	As a Host City, the City is required to develop and publish an Action Plan that demonstrates how the City will achieve international human rights standards as outlined in FIFA's Host City Human Rights Framework.	<ul style="list-style-type: none"> Developed an approach and identified priority areas (Safeguarding and Inclusion, Workers' Rights, Access to Remedy). Submitted the Host City Human Rights Action Plan to FIFA. 	<ul style="list-style-type: none"> Publish v1 draft of the Human Rights Action Plan in February. Conduct ongoing consultation on the Action Plan. Publish completed plan in May and implement for the 7 World Cup match days. 	SPSO, FIFA
COMMUNITY INITIATIVES				
Policy	Summary	2025 Work Completed	2026 Work Plan	Dept
South Van and Marpole Motion	Responds to a Council Motion ⁹ by compiling recommendations for Capital Plan and Operating Budget informed by community feedback.	<ul style="list-style-type: none"> Compiled summary of work-to-date and work-in-progress in the South Van and Marpole neighbourhoods in multiple departments (ENG, SPSO, ACCS, VEMA, PB) since 2023. Coordinated with Marpole Neighbourhood House (MNH) and South Van Neighbourhood House (SVNH) to host virtual and in-person Partners Table engagements (July, Sept, Nov). Memo to Council in Q4 on priority areas identified by community partners and staff, for upcoming capital planning process. 	<ul style="list-style-type: none"> Work to incorporate priority areas into proposed priorities for the next capital plan. 	SPSO
Chinatown Cultural District	A cultural district approach to Chinatown (June 12, 2024; RTS 15529) will help manage development and change, steward intangible cultural heritage activities, prevent displacement and loss of important	<ul style="list-style-type: none"> Established a Chinatown Advisory Committee to provide community perspective on city-wide work that may affect the neighbourhood in Q1. Supported the community effort to develop a vision, guiding principles, and general terms for the Chinatown Plaza economic development. Developed the Chinatown Cultural District Framework Implementation Plan in Q4. 	<ul style="list-style-type: none"> Report back to Council in Q1 on the Revision of the Small-Scale Pharmacy Location and Operations Guidelines for Chinatown (May 6, 2025; RTS 17931). Continue implementation of plan (Q4 2026). 	SPSO

⁹ Council Member's Motion: "Addressing Ongoing Inequities by Improving Social Infrastructure and Services Across South Vancouver and Marpole Neighbourhoods" ([June 28, 2023](#)).

	cultural spaces, activities, and culturally significant businesses, and support the local economy and community.			
Chinese Society Buildings	Stabilization, upgrading and assessment of Chinese Societies that own and operate SRO Housing to increase capacity and collaboration of organizations to steward cultural assets.	<ul style="list-style-type: none"> • Grant distributed to the Chinatown Society Heritage Buildings Association to support Phase 1 stewardship and stabilization strategy of four Chinese Societies buildings. • Through partnership between ACCS Cultural Redress and Housing and Homelessness, capital grants approved for six Chinese Societies that own and operate SRO housing to improve living conditions. 	<ul style="list-style-type: none"> • Support Chinatown Society Heritage Buildings Association in Phase 2 with a Cultural Redress grant to develop a Sustainable Funding Toolkit to address their capital needs. • Continue to work with Housing and Homelessness to support Chinese Societies that own and operate SRO housing to undertake urgent capital upgrade and stabilize housing operations. 	PDS ACCS
MOU with Hogan's Alley Society	A Memorandum of Understanding between the City and Hogan's Alley Society (HAS) was signed in 2022 for HAS to lead delivery of housing, public benefits, and amenities on the 898 Main St Block.	<ul style="list-style-type: none"> • Engagements with HAS to support work underway and participation in the Northeast False Creek flats project. 	<ul style="list-style-type: none"> • Continue to implement the MOU through the Northeast False Creek Plan. 	
Historical Discrimination Against People of South Asian Descent	Staff are working on broad community engagement, historical research and carrying out Actions-while-planning as approved by Council in 2022 (July 21, 2022 ; RTS 14853).	<ul style="list-style-type: none"> • Completed broad and focused engagement and released high level engagement summary in Q4 2025. • On-going discussion with the Province of British Columbia regarding potential sites to establish the Canadians of South Asian Heritages Museum. • Restored and updated language on Guru Nanak Jahaz memorial at Harbour Green Park in Q4 2025. 	<ul style="list-style-type: none"> • Prepare recommendations to Council, including consulting with the Community Advisory Group. 	ACCS

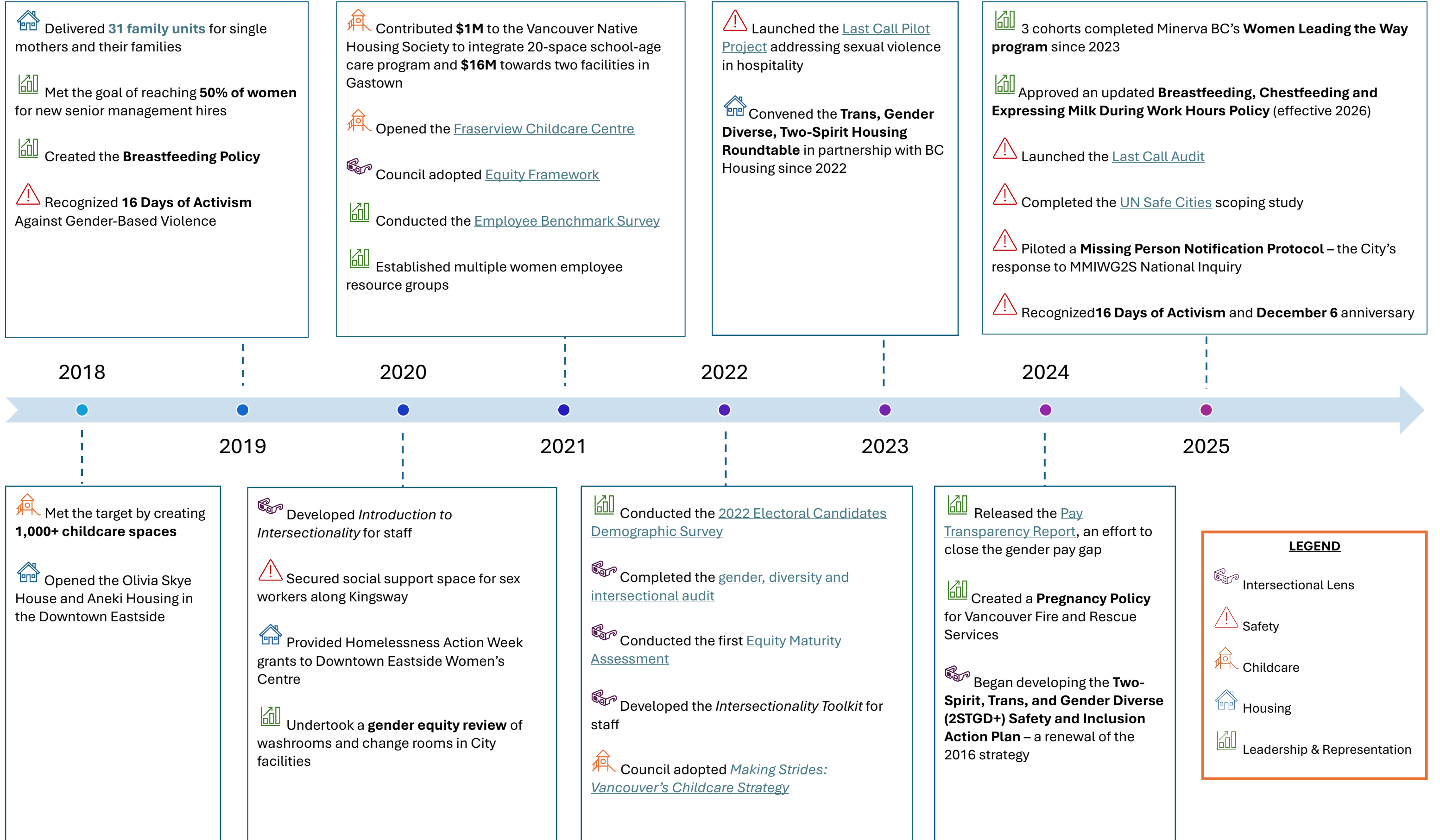
Punjabi Market Public Realm Improvements	The City and the Punjabi Market Collective (PMC) have partnered to develop a framework that captures community aspirations for the Punjabi Market's public realm. This framework outlines strategic directions that can inform future partner-led and City-led investments aimed at creating a vibrant and welcoming public realm that reflects cultural visibility, supports social and economic activity, and strengthens community growth.	<ul style="list-style-type: none"> Engineering (Street Activities) installed a pilot plaza at Main St and 50th Avenue in Spring 2025 and enabled culturally appropriate programming at the plaza. Street Activities is working with the community to design a placemaking feature that will reflect a visual representation of the history, culture and evolving identity of Punjabi Market. 	<ul style="list-style-type: none"> Placemaking feature installation and potential plaza upgrade. 	ENG ACCS PDS
Ethnocultural Communities: Filipino Cultural Centre	Responds to two Council Motions ¹⁰ to support a future Filipino Cultural Centre in Vancouver.	<ul style="list-style-type: none"> Memo to Council: Filipino Cultural Centre in Vancouver: Background and Update (April 2025). 	<ul style="list-style-type: none"> Continue to liaise with Filipino community organizations around the Filipino Cultural Centre. 	ACCS
ORGANIZATIONAL FOUNDATION				
Policy	Summary	2025 Work Completed	2026 Work Plan	Dept
Departmental GDEIB Assessments	The City conducted an initial equity assessment in 2021 using the Global Diversity, Equity, & Inclusion Benchmarks (GDEIB). The City has been reporting annually on equity initiatives and is due for a GDEIB re-assessment.	<ul style="list-style-type: none"> Conducted a re-assessment of the priority categories (identified in the 2021 Equity Maturity Assessment) with departmental and Employee Resource Group representatives by reviewing all actions reported 2022-2025. Feedback from initial engagements and environmental scan have evolved the approach from a Citywide re-assessment. 	<ul style="list-style-type: none"> While a few departments will have completed their assessments by 2026, others may begin their assessments pending on contexts and capacity. 	Depts

¹⁰ Council Member's Motions: "Support for the Filipino Cultural Centre in Vancouver Campaign" ([June 14, 2023](#)) and "Promoting Cultural Inclusion and Economic Vitality: Advancing the Main Street Filipino Cultural Centre and Hotel Project" ([December 10, 2025](#)).

		<p>assessment to departmental assessments.</p> <ul style="list-style-type: none"> Initial discussions held with departments on tailored assessment approaches and plans. 		
Departmental Equity Plans	Building on the findings of departmental GDEIB assessments, departments will develop internal-facing equity plans.	<ul style="list-style-type: none"> PDS initiated the process of developing their equity strategy. FSC convened a staff group to develop an equity plan. ENG continues to progress on its Diversity & Inclusion Strategy. 	<ul style="list-style-type: none"> Using the GDEIB assessment findings, each department will create a plan or strategy to advance equity and inclusion, combined into a Citywide equity plan. 	SPSO
Workplace Restoration Program: Restoration & Capacity Building	One of the two mandates of the Workplace Restoration program is to build staff's capacity in dealing with conflict.	<ul style="list-style-type: none"> Introduced the program to different staff groups across the organization. Pilot trainings offered to HR and senior leaders. 	<ul style="list-style-type: none"> Refine the capacity building strategy alongside an ongoing evaluation of the efforts. Support pilot workshops as appropriate. 	HR
HR Information System Modernization	Human Resources is modernizing its HR Information System (HRIS). A modernized HRIS will make it easier to collect, analyze and report on staff demographic data.	<ul style="list-style-type: none"> HR and former Equity Office participated in the design of the SuccessFactors demographics-related fields. 	<ul style="list-style-type: none"> The new system will go live in spring 2026. Increase understanding and participation in the demographic data self-disclosure for purposes of improving employee experiences. 	HR

APPENDIX B

Update to Women’s Advisory Committee - January 2026 - Women’s Equity Strategy Progress Snapshot 2018-2025



LEGEND

- Intersectional Lens
- Safety
- Childcare
- Housing
- Leadership & Representation

Appendix C

Input from Women's Advisory Committee

The Women's Advisory Committee (WAC) is grateful for the support in bringing this report to Council and applauds and continues to uplift the excellent work being done in all five pillars areas of the *Women's Equity Strategy 2018-2028* (WES) by City of Vancouver staff across a variety of city departments.

The Goals of the WES Must Remain a Priority until 2028 - and beyond

The WAC continues to uphold and push for the safeguarding of and progress towards the goals and objectives of the WES, as well as additional ongoing, proactive, and sustained efforts to address chronic and systemic barriers to equality for women in Vancouver. The WAC's objectives and work plan have consistently focused on advancing equity in programs, policy, and planning across all five pillars of the WES: housing, employment, gender safety, affordable childcare, and intersectionality. The WAC affirms that these must be and remain priorities of this council and any iteration of Vancouver City Council to come.

Concerns About Budget Impacts and Staffing/Program Impacts

The WAC expresses concerns for adequate and sustained funding for the program areas affiliated with the WES, particularly related to staff portfolios in Arts, Culture, and Community Services (ACCS) and Social Policy. The WAC sees the 2026 Vancouver Municipal Budget (0% Increase or 'Zero Means Zero' Budget) as a significant risk to the goals and mandates of the broad spectrum of work unfolding under the WES (as well as other overlapping COV strategies, frameworks, and obligations such as the Health City Strategy, Resilient Vancouver Strategy, Equity Framework, MMIWG2S+ Call to Justice, etc.), with potentially devastating consequences for women and girls in Vancouver. We call upon Vancouver City Council to return to and/or maintain full funding for staff portfolios and policy areas across gender safety and addressing Gender-Based Violence; safe and affordable housing with no or low barriers; affordable and universally accessible childcare; equity in employment, opportunity, and leadership; and a recognition that the lived experiences of women in Vancouver vary significantly based on social, structural, and ecological determinants of health, and thus must be approached with contextual nuance and intersectionality.

GBV Strategy & Task Force Must Advance with Urgency and Community Leadership

The WAC strongly reaffirms support for this council's unanimous support (in November 2025) for the development of a Vancouver-specific Gender Based Violence Prevention Strategy and formation of a Gender-Based Violence Prevention Task-Force. This work must move forward with urgency. We call upon this council to prioritize adequate and sustainable funding for this work and to prioritize co-leadership and co-development with community and survivor-led organizations in these efforts.

GBV is a Public Health and Public Safety Emergency: We Must Respond Accordingly

Crucially, the WAC continues to recognise the lives lost to Gender-based Violence (GBV) and Intimate Partner Violence (IPV) in the city of Vancouver and honour the resilience of survivors. No woman or girl should experience harm based on their gender or gender identity - not on transit, nor in city parks, nor in city facilities, nor in their places of work, nor in their own homes. Victims and survivors deserve more than empty words or mere strategies on paper, and the WAC continues to call on this council to approach GBV as a public health and public safety emergency and to respond with conviction, urgency, and proactive care across all facets of the city's jurisdiction for all women and girls in Vancouver.

Affordable Childcare is a Necessity for a Thriving City

Additionally, the WAC strongly reaffirms continued support for \$10/day, universal, and publicly funded childcare spaces in the COV and seeks to advance the *Making Strides: City of Vancouver's Child Care Strategy* by advocating for practical and timely solutions and implementation of accessible and affordable child care. We wish to see Vancouver be a city that supports and embraces families and makes it possible for women to make whatever family planning choices are right for them, without economic or structural barriers.

Future Collaboration

The WAC looks forward to maintaining and expanding our collaboration with Council and city staff to ensure the goals of the WES are prioritized and achieved through 2028 - and beyond.