



**Women's Advisory Committee
City of Vancouver**

2012 – 2014 Report

Table of Contents

Introduction 2

Women’s Advisory Committee 2

Actions Taken in Support of the Goals..... 5

City Asks WAC for Advice 12

Joint Initiatives 13

Other work..... 13

Closing..... 15

Recommendations for the Next Term 15

Introduction

Why does the City of Vancouver have Advisory Committees?

The City of Vancouver uses advisory committees to ensure expertise and on the ground points of view, that the City does not have internally, are considered in their policies and programs. The City of Vancouver has a strong history of using advisory committees to get this diversity of experience and expertise.

The best example of this was on October 29, 2014 when City Council approved [A Healthy City for All: Healthy City Strategy 2014-2025](#). In this document the City committed on Page 6 to design programs and policies using an intersectional lens:

Vancouver is an incredibly diverse city. A “for all” lens will help ensure that we pursue initiatives that are both universal for all citizens and focused on specific populations most vulnerable to health inequities. Further, we will resist the push to view these vulnerable populations in a monolithic way, by recognizing the complexity of the lived realities of individuals who experience marginalization on multiple and intersecting grounds**.

** The lived experience of being, for example, a female Aboriginal elder, is not ever one of being only female, or only Aboriginal, or only an elder - we experience our lives in intersecting ways. Rather than apply a single category lens (such as a “women’s lens” or an “Aboriginal lens”, or an “LGBTQ lens” or “a disability lens” or a “senior’s lens” or a “people of colour lens”, we are using an intersectional “for all” lens with the aim of reflecting and addressing this complexity. “

The Women’s Advisory committee contributed to the formulation of this principle in the policy, which is also an example of some of the work we have done.

Women’s Advisory Committee

Background

Vancouver City Council established the Women’s Advisory Committee on February 17, 2009. This was the first municipal Women’s Advisory Committee (WAC) in Canada and they held their first meeting in July of 2009.

The City of Vancouver has an open appointment process. The City’s website has information on all committees, vacancies and the application to apply. Information about the Women’s Advisory Committee, its work and relevant policies (including the Gender Equality Strategy) can be accessed online at <http://vancouver.ca/your-government/womens-advisory-committee.aspx>.

Mandate/Objective

The Women’s Advisory Committee is advisory to City Council. The mandate of the Committee is to implement the Gender Equality Strategy and, through doing so, enhance access to full participation in City services for women and girls.

Terms of Reference

- Provide advice and develops actions for the implementation of the “Gender Equality Strategy” (June 2005);
- Bring to City Council matters identified by the committee requiring action by the City;
- Deals with any matters which may be referred to the Committee by Council;
- Prepare an annual work plan with specific objectives by no later than March of each year, in consultation with its Council and staff liaisons, for distribution to Council and civic departments for information;
- Provide an annual report to Council on the status of implementation of the Gender Equality Strategy.

The first WAC in its final report to City Council suggested the next WAC

- Continue to support a National Conference organized by [Women Transforming Cities](#). This sold out conference was held May 2013.
- Continue to work with City staff on gender budgeting. Read about this ongoing work in this report.

Committee Membership

The following women met ten months each year with the city providing administrative support for only four meetings a year. Some members served since the first meeting in April 2012, others served shorter terms.

Our members:

- Anastasia Gaisenok, appointed March 2014;
- Andrea Radlovacki, appointed June 2014;
- Beth Torbet was Beth Walker (Bif Naked), resigned Feb 2014;
- Erica Pinsky, appointed December 2013;
- Fiona McFarlane (vice-chair), second term, appointed 2010;
- Genesa Greening, resigned May 2014;
- Ingrid Kolsteren, appointed April 2012;
- Jake Hassel-Gren, resigned September 2013;
- Jarrah Hodge, appointed April 2012;
- Julie Wong, appointed April 2012;
- Kamal Basra, appointed April 2012;
- Krissy Darch, resigned October 2013;
- Margarita Pinillos, resigned March 2014;
- Marion Smith, second term, appointed 2008;
- Paria Saremi, appointed April 2014;
- Rhonda Sherwood, appointed December 2013;
- Wendy Williams (chair for second term), second term, appointed 2008.

Staff and representatives:

- Andrea Reimer, City Councillor;

- Jennifer Dawkins, staff representative member of Fire and Rescue Services;
- Leslie Tuerlings, City Clerk's office (started April 2014);
- Niki Sharma Vancouver, Parks Board Commissioner;
- Sophia Woo, Vancouver School Board;
- Terri Burke, City Clerk's office (on maternity leave as of March 2014).

Women's Advisory Committee – 2013



Back row from left to right: Margarita Pinillos, Ingrid Kolsteren, Beth Walker (BIF Naked), Jake Hassel-Gren, Genesa Greening, Wendy Williams, Jenn Dawkins, Jarrah Hodge, Fiona MacFarlane. Front row from left to right: Kamal Basra, Julie Wong, Marion Smith, Krissy Darch.

Committee Goals

Early in our term we decided to continue to work on four goals of first Women's Advisory Committee.

GOAL 1: *Increase leadership, representation and participation of women and girls In City of Vancouver* including increasing number of female firefighters and celebrating women.

GOAL 2: *Improve Economic equality and opportunity for women and girls in City of Vancouver.*

Through access to affordable, safe, quality housing, and access to quality, affordable, inclusive, licensed child care in non-profit centre and work that pays a living wage.

GOAL 3: *Create a safer city for women and girls.* Through creation of a shelter for women and children, increased action on violence against women and girls and providing a safe, non-discriminatory workplace for women.

GOAL 4: *Work to have all City of Vancouver departments, task forces, and committees examine their work with a gender lens and the City to adopt participatory gender budgets.*

Committee Principles and Ways of Working

Our meetings were open and we worked to be transparent in our work. Each month two or three women emailed us at womensadvisorycommittee@vancouver.ca. Our chair answered each email and invited the person to our next monthly meeting. We responded to requests from groups who wanted to speak to us. We hosted events on our own as well as with other groups in Vancouver.

We started a [Facebook page](#) with at the time of this report had almost 400 members engaging in discussions of importance to women in the City of Vancouver.

At the Council of Councils April 2013 meeting we presented about our work to date using three slides:

- 1) Three words to describe our committee **Diverse, Collaborative, Fabulous.**
- 2) We are most proud of our work making sure the **gendered impacts of City policies** are understood and responded to (for example: public transportation, housing, budget, policing, firefighter recruitment, digital engagement strategies).
- 3) Our main goal for the coming year: Using events to **celebrate achievements of women** in Vancouver and raise awareness of issues and problems they face.

Actions Taken in Support of the Goals

GOAL 1: *Increased leadership, representation and participation of women and girls including increasing number of female firefighters and celebrating women.*

Across Canada and USA, most fire services have few, if any, women. City Council wanted to ensure all areas of city employment are open to all our citizens. The City of Vancouver appointed a fire fighter as the staff liaison on this committee to facilitate communications between the Fire and Rescue Service and WAC.

Over both terms WAC met with the Chief and Assistant Chief at Fire and Rescue Services to discuss their hiring and retention policies. In March 2014 Carol Swant from Fire and Rescue Services met with WAC when she provided an update on their retention policies. This process has not resulted in substantive changes in either recruitment or retention of firefighters. WAC also supported the work of Firefighter Jenn Dawkins as she designed a summer camp for girls - [Camp Ignite](#). This camp has been held in 2012, 2013 and 2014.

RIO THEATRE
1660 East Broadway @ Commercial Drive 604.879.3456 www.riotheatre.ca

MISS REPRESENTATION
a documentary film by Jennifer Siebel Newsom
SUNDANCE FILM FESTIVAL

SUNDAY MARCH 30, 2014
2:00 PM @ Rio Theatre

FILM SCREENING followed by a
PANEL DISCUSSION moderated by
Vancouver City Councillor Andrea Reimer

Allison McNeill Olympic Basketball Coach, BC Sports Hall of Fame
Jennifer and Sylvia Soska Film Producers & Directors
...and others

Organized by City of Vancouver Women's Advisory Committee
with support from Young Women Civic Leaders and JUSTICE EDUCATION SOCIETY

Tickets: \$8 in advance, \$10 at the door
Buy tickets online at www.riotheatretickets.ca

On March 30, 2014 we co-hosted screening of Miss Representation in partnership with the [Young Women Civic Leaders project](#) of the [Justice Education Society](#). This acclaimed documentary examines representation of women in media and the many challenges women face when they take on leadership roles. The admission charged to 111 people who attended helped us to raise some funds that went directly to Camp Ignite.

Our celebrations of women were focussed on two yearly events: International Women's Day (March 8) and Persons Day (October 18) during Women's History Month.

International Women's Day

In 2013 we hosted a brown bag lunch at City hall where Jarrah Hodge committee member, author of the award winning blog [Gender Focus](#), spoke about the dangers women face when speaking through social media.

In 2014 we hosted Remarkable Women Awards in partnership with Parks Board.

Wendy Williams was MC for the Remarkable Women's luncheon on Saturday, March 8. The keynote speaker was Cynthia Low, from Britannia Community Centre whom WAC recommended. We nominated [Judy Graves](#) who won a Remarkable Woman Award. Judy was given the Freedom of the City in June 2014. We also nominated [Ellen Woodsworth](#) for this award.

International Women's Day March 8, 2014 - Parks Board Remarkable Women Luncheon



From left to right: Councillor Andrea Reimer, Andrea Radlovacki (Intern from Lund University, Sweden, and later a committee member), Erica Pinsky, Marion Smith, Rhonda Sherwood, School Board member Sophia Woo, Ingrid Kolsteren, Parks Board Commissioner Niki Sharma, Wendy Williams, Kamal Basra, Jarrah Hodge, Julie Wong.

Women's History Month

Since 1992, October has been celebrated as Women's History Month in Canada. Women's History Month was initiated after lobbying by women such as Lynn Gough in Victoria BC. The purpose is to expose Canadians to the often undocumented contributions of women. October was chosen as that was the month to commemorate the Person's Case. This case was brought before the Supreme Court of Canada in 1927 and later decided by the Judicial Council of Britain's Privy Council (1929), Canada's highest court at the time. In 1929 the British House of declared women persons and thus able to fill seats in the Canadian senates. See the story of [the Famous Five in the Canadian Encyclopaedia](#).

We hosted our events in Council Chambers as one way of getting women to feel the Council Chambers is a place they belong. Each year many women said they had never been in Council Chambers. The topics are given below. When we started we produced these events with Herstory Café.



2014 Women and Music

2013 Stories of Reconciliation (as a part of the Year of Reconciliation in the City of Vancouver)

2012 Women and Co-operatives: A Vancouver Historical perspectives in the UN International Year of Cooperatives

2010 Women and Food: A Vancouver Historical Perspective with Herstory Café

October 2014 Women's History Month Celebration City Council Chambers



Back row from left to right:
Wendy Williams, Ingrid Kolsteren, Councillor Andrea Reimer, Fiona McFarlane.
Front row from left to right:
Anastasia Gaisenok, Julie Wong, Andrea Radlovacki, Marion Smith, Parks Board Commissioner Niki Sharma.

GOAL 2: Improve Economic equality and opportunity for women and girls in City of Vancouver through access to affordable, safe, quality housing, and access to quality, affordable, inclusive, licensed child care in non-profit centre and work that pays a living wage.

Child Care

In spring 2013 Julie Wong and Ingrid Kolsteren raised the issue of child care. Other members asked to learn more about childcare so in June 2013 speaker Sharon Gregson from the \$10/day [Child Care Plan for BC](#) was invited to present at our meeting. City of Vancouver is the largest provider of child care in Vancouver. This is not a constitutional requirement under the Vancouver City Act.

In September 2013 the Women's Advisory Committee endorsed the Coalition of Child Care Advocates of BC's (CCABC) Community Plan for a Public System of Integrated Early Care and Learning.

WAC representatives met at the end of January 2014 with Provincial Minister Cadieux to discuss potential partnering to provide more options on Child Care in the City. The City of Vancouver is the largest provider of child care in Vancouver with approximately 11,000 spaces. Other committee members met with MLA Sam Sullivan January 2014 to get his support for increasing child care services.

Capital Budget 2014

On October 1, 2014 WAC chair Wendy Williams spent the day in Council Chambers. At 5 pm she spoke in support of the increased Capital Budget for Child Care. She named the Joint Child Care Council and the Leadership shown by City Council in their support of the expanded childcare in her remarks. The 2014 capital budget with the largest amount allocated towards child care in the City's history was approved in the municipal election held on November 15, 2014.

GOAL 3: Create a safer city for women and girls through the creation of a shelter for women and children, increased action on violence against women and girls and providing a safe, non-discriminatory workplace for women.

City of Vancouver Parks Board

In the fall of 2013 the City of Vancouver LGBTQ (lesbian gay, bisexual, trans and queer) Advisory Committee asked us review the Trans and Gender-Variant Inclusion Working Group recommendations that were going to Parks Board to make Vancouver parks and recreational facilities safer for everyone. The draft recommendations can be found [online](#).

WAC unanimously supported the work of Trans and Gender-Variant Working Group and advised Parks Board Commissioner Niki Sharma of our support. The Parks Board accepted and approved the recommendations unanimously April 28, 2014.

Vancouver School Board

The Vancouver School Board in April 2014 reviewed their policies and regulations on Sexual Orientation and Gender Identities. At our June 2014 meeting Rhonda Sherwood and Erica Pinsky moved, seconded carried unanimously that the Women's Advisory Committee supports the revisions made to the Vancouver School Boards Policy and Regulations Sexual Orientation and Gender Identities (ACB and ACB R-1) dated June 10, 2014. This discussion at WAC was one of the most difficult of our entire term as Sophia Woo the elected School Board member on our committee, who as the VSB representative does

not have a vote on our committee, did not support our recommendation to the School Board. Marion Smith and Jarrah Hodge, on behalf of WAC each attended and spoke at school board meeting about these recommendations. The fallout from this public consultation and School Board vote was Sophia Woo, NPA representative and a member of WAC along with long-serving Vancouver school trustee NPA Ken Denike were expelled from its caucus after the pair held a news conference calling for a delay to planned revisions to the school board's transgender policy. To quote from NPA press release: "The decision to expel Denike and Woo was necessary given that the two have chosen to follow their own course in various matters without consulting other members of caucus," the NPA said in a news release. "The caucus has concluded that Denike and Woo do not share the same level of sensitivity and understanding of the LGBTQ community."

Missing Women's Commission of Inquiry and City's Task Force on Sex Work & Sexual Exploitation

The first WAC made a recommendation to City Council to ask the provincial government to set up an inquiry into the murdered and missing women in Vancouver. City Council made this recommendation to the provincial government, along with many other organizations and the inquiry was set up. The report is [available online](#).

The recommendations were addressed to four parties - the Province, City of Vancouver, Vancouver Police Department (VPD) and the RCMP. We met with Chief and Assistant Chief of Vancouver Police Department and City of Vancouver staff several times. We arranged a joint meeting with City of Vancouver Urban Aboriginal Persons Committee and the Murdered and Missing Women's Coalition.

On April 16, 2013 WAC and the Urban Aboriginal Peoples Advisory Committee co-hosted a meeting with Vancouver Police Chief Chu and Deputy LePard. The City is ultimately responsible for policing and as members of a city's advisory committee we wanted to ensure the validity of the intended direction of the VPD and how it intends on addressing the recommendations in Mr. Oppal's report.

The meeting was full of passion and honesty. Many spoke from their experience of violence and trauma. Both the Urban Aboriginal Peoples' Advisory Committee and the Women's Advisory Committee committed to working with VPD. Violence against women is a major concern both locally and internationally. Solutions require many institutions to change. Change often requires cooperation so we undertook a joint meeting based on sharing our stories and commitment to working together. People who attended this meeting found it respectful where their voices were heard. This was a step to change, as in the past the police have not been seen as a partner in addressing violence against women.

In April 2014, we held a second joint meeting with UAPAC Urban Aboriginal People's Advisory Committee and Murdered and Missing Women's Coalition.

We also tracked the RCMP's responses and community feedback. For example, the RCMP released [a report on missing and murdered indigenous women](#). The Native Youth Sexual Health Network have raised concerns that the report focuses on individual "risk factors" among the women such as drug/alcohol use while ignoring systemic factors like lack of access to safe transportation. It also ignores the ways those ostensibly individual factors are connected to systemic factors (like the legacy of colonialism/residential schools). There is also virtually no information about the police's role other than

in defending their solve rate of homicides of Aboriginal vs. non-Aboriginal women. There is also very little information available about the issue of cultural training of RCMP or any stats on complaints filed for harassment or ignoring cases. There is still useful information in terms of overall numbers such as now the number is raised to more than 1,000 women since 1980.

At the April 2014 meeting with the Urban Aboriginal People's Advisory Committee and members of the Missing and Murdered Women's Coalition, the Women's Advisory Committee committed to check on the outstanding action items coming from *Forsaken: The Report of the Missing Women Commission of Inquiry (MWCI)*, released in December 2012.

The Women's Advisory Committee wrote letters to Members of Parliament and the B.C. Legislature to call for action on priority items like safety along the Highway of Tears, RCMP cultural training, and the need for strong national action.

We had a letter writing evening at one of member's home on April 26. Women who could not come that night wrote letters and emails later. Here are the politicians who received at least one letter – some, like Suzanne Anton, received many.

The letters were hand written and sent to the following elected representatives: Hedy Fry, MP for Vancouver-Centre; Honourable Rona Ambrose, Minister of Health; Wai Young, MP for Vancouver South; Libby Davies, MP for Vancouver East; Honourable James Moore, MP for Port Moody Westwood Port Coquitlam; Joyce Murray, MP for Vancouver-Quadra; Thomas Mulcair, Leader of Canada's Official Opposition; Suzanne Anton, Attorney General and Minister of Justice; Shane Simpson, MLA; Spencer Chandra Herbert, MLA.

Several politicians replied to our letters:

1. Spencer Chandra Herbert asked to meet with our committee member, Marion Smith, which she did on July 8, 2014.
2. Letter to Jenn Dawkins from Hon. James Moore.
3. Email to Ellen Balka and letter to Jarrah Hodge from Suzanne Anton.
4. Letter to Jarrah Hodge from Wai Young.

We used our [Facebook page](#) to share stories from across Canada on events like Walk with Our Sisters, to try to keep the issue top of mind.

We also worked with City staff especially Mary Clare Zak who have been working on this issue for many years. WAC was consulted on and supported the [report on recommendations from Missing Women Commission of Inquiry and the City's Task Force on Sex Work and Sexual Exploitation that went to the Standing Committee on City Finance and Services on December 18, 2013.](#)

GOAL 4: *All City of Vancouver departments, task forces, and committees examine their work with a gender lens and getting the City to adopt participatory gender budgets.*

City Budget and Gender Budgeting

We continued our work on gender budgeting. Andrea Radlovacki was an intern with us for 20 weeks from Lund University in Sweden. She started on Jan 20, 2014 and prepared a short policy paper on gender budgeting and steps the City can take to adopt such a process.

Here is [a great link explaining gender budgeting](#).

Andrea Radlovacki represented WAC at a Gender Budgeting Café organized by Women Transforming Cities on June 5, 2014. Iglia Ivanova, Economist and Public Interest Researcher with the Canadian Centre for Policy Alternatives, also presented at this café. A report on this event [can be found online](#). We were pleased that several senior city staff attended this café.

In 2014 the Mayors Engaged City Task Force recommended the following on Participatory Budgeting for neighbourhoods:

Other cities in North America, such as New York and Chicago, are moving towards mechanisms for residents to determine how money is spent in their neighbourhood.

The City should set aside money in its capital budget for neighbourhood infrastructure to pilot a participatory budgeting program in select neighbourhoods. This could be a great way to engage people who do not normally get involved in city initiatives. Winning projects could be used for local priorities like park enhancements, new playground equipment, and amenities for seniors, street upgrades or new green space.

City Asks WAC for Advice

Throughout this term, WAC listened and responded to a variety of City requests for advice.

A Healthy City For All

The City had a *Healthy City Initiative* underway for at least 18 months. All Advisory Committee were invited to participate and our committee accepted that invitation. Rhonda Sherwood participated at the *Healthy City for All Lab* representing the Women's Advisory Committee. Rhonda was on a team with other advisory committee members and their team's idea made it to round one of the selection process so she attended '*Connect Vancouver: Ideas Jam*' on behalf of this team and the WAC. The idea around citizen hubs/digital kiosks is being taken forward along with a few other ideas that have similar elements (e.g. neighborhood-based sharing, ideas centers, and digital gathering spaces) for further discussion with staff and our Healthy City for All Leadership Table.

Transportation Committee

Public transportation is [an issue for women around the world](#). Marion Smith was our representative on the Transportation Committee for a little over 3 years: "During that time I found it useful to hear what had been planned but when I asked 'have you considered how this will affect women and girls in Vancouver' I was told yes, that along with seniors, multi-cultural and disabled people, and all other 'special interest' groups, they had all been considered in the planning process. It was not the setting to

ask for detailed examples of how that was looked at, as the plans were already made and the public was present.”

WAC would suggest that a meeting with the Transportation Planning staff take place to give them and the Women's Advisory Committee some ideas of what would be useful in the planning stage to be clear on what the needs of women and girls in the city are. Perhaps like the gender budgeting presentation to the Finance department, they could be provided with a 'gender lens' to apply to their planning.

The city came to WAC for feedback on a bike rental program. We advised them about making sure bike rental locations were safe and well lit.

Building Code

City of Vancouver is the only city in Canada with its own building code, which is often used by the Canadian Building code as a model for changes. Fall 2013 WAC met with city building staff who are developing polices for washrooms that will have separate stalls for men and women with shared sinks.

Joint Initiatives

We worked with City of Vancouver Seniors Advisory and LGBTQ committee to support their work for increased lightning as a safety issue. The following motions were passed: “Therefore be it resolved that the Women's Advisory Committee supports the Seniors' Advisory Committee's motion passed on November 15, 2013, regarding improvements to street lighting in Vancouver; therefore be it further resolved that the Women's Advisory Committee looks forward to cooperating with the LGBTQ Advisory Committee and the Seniors' Advisory Committee on this matter.” The latter motion went to Council in September of 2014.

Equity and Inclusion in Our Cities project is a National City for All Women Initiative. The aim of the project is to learn from the experience of the City of Ottawa, in their development and implementation of an Equity and Inclusion Lens, working in partnership with the City for All Women Initiative; identify best practices for undertaking such work in each of the municipalities and develop a tool kit for municipalities to use across the country. Cities participating include Lethbridge, Alberta; Vancouver, BC; Region of Peel, ON; Toronto, ON: Town of Stratford, PEI, and Ottawa, ON. Anne Nickerson, Director, Equal Employment Opportunity Program and Executive Director of the Hastings Institute City of Vancouver, is Vancouver’s representative on this project.

Other work

WAC Promotion

Jarrah Hodge took the lead on producing a one-page flyer about WAC. The photograph, the content and the printing were all done by Jarrah with no City resources. Flyer was distributed at public events.

WAC hosted an unpaid 20-week internship for Andrea Radlovacki from University of Lund, Sweden. WAC provided supervision; weekly meeting with supervisory committee members City Councillor Andrea Reimer, Wendy Williams, Ingrid Kolsteren and Kamal Basra. The intern assisted in writing reports and carrying out the work of the Women’s Advisory Committee, attended meetings related to gender

budgeting and participatory budgets for the City of Vancouver, and researched best practices in gender budgeting and participatory budget.

Women’s Advisory Committees in Other Municipalities

Councilor Andrea Reimer suggested to Edmonton City Councillors they consider a model like the COV Women’s Advisory Committee. In the fall of 2013 they consulted with our Chair Wendy Williams while setting up their process. In fall 2014, Anastasia Gaisenok was contacted by the consultant for the City of Edmonton researching best practices in relation to the Young Women Civic Leaders project, which she coordinates at the Justice Education Society of BC. The project is focused on supporting young women’s leadership on the level of municipal politics, and is funded by Status of Women Canada. Through this project a committee of young women presented to Surrey City Council asking to establish a Women’s Advisory Committee. The Council rejected the idea.

Our National Anthem

Susan B Boyd asked WAC to support restoring our national anthem. Our government is an advocate of equality for men and women, yet our national anthem recognizes only Canada's 'sons' - excluding the women of this country and the role that they play in shaping our society. Why? Our national anthem was never intended to be exclusive. Weir's version penned in 1908, was inclusive of both men and women. More than 100 years have passed since that amended version of O Canada was adopted and it’s time that the Canadian national anthem is restored to its original intention – one that reflects the realities of our country today. WAC supported this and a recommendation went to Council to support the changes.

The Issue of Language

Emails from and to WAC were being lost. The word that deals with female private parts (before Monologue) is blocked by the IT department. We cannot put it in this report as it will be flagged and sent to trash.

Leadership Acknowledgement

City of Vancouver awarded our chair Wendy Williams Civic Volunteer Award in June 2014 for her work with this Committee. Wendy has demonstrated incredible leadership in guiding the work of the committee for its two terms, and contributed an immense amount of energy and patience in taking on many of the committee’s tasks.



In the picture: Wendy Williams receiving the award.

Closing

The range of activities that WAC has been involved with and advised demonstrates the importance and need to take a gender lens and consider the needs of women and girls in all aspects of City policies, programs and activities. The committee provides an important perspective from those who live and work in the city, and offers support and mentorship for current and future city leaders.

Recommendations for the Next Term

We would like the next committee to continue some of the work we started, and provide support to the following initiatives:

1. Equity and Inclusion in Our Cities
2. Health City for All Strategy with its intersectional lens
3. Murdered and Missing Aboriginal Women
4. Up For Debate Campaign (<http://upfordebate.ca/>)
5. 2015 The Year of Women in Sport