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THE CITY OF CALGARY
CITY CLERKS
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NOTICE OF MOTION
CC 661 (R2009-05)

7/13/2017

RE: GENDER EQUITY AND DIVERSITY

CLLR. GIAN-CARLO CARRA

WHEREAS Council Priorities commit to building a prosperous city where there is opportunity for all Calgarians to participate in civic life;

AND WHEREAS Canada's international brand, as a bastion of pluralism and tolerance, Calgary's leadership on the national stage, and our need to project that leadership to an international audience, requires us to make bold and clear statements about our City's cultural position on issues of gender equity and diversity;

AND WHEREAS Calgary was ranked poorly by the Canadian Centre for Policy Alternatives, at 23rd place out of 25 metropolitan areas, for women to live in Canada in 2016 (this is based on the gaps between men and women's access to economic security, personal security, education, health and positions in leadership);

AND WHEREAS many civil society organizations, including *Ask Her* and *Equal Voice*, have identified that the City of Calgary lacks appropriate representation of women in positions of leadership, including on City Council and on City of Calgary boards, commissions and committees;

AND WHEREAS the *Federation of Canadian Municipalities* (FCM) has identified the importance of supporting elected officials to create a more inclusive municipal decision making system, which includes the participation of women across diverse communities in advisory committees, local agencies, boards, and commissions through their *Diverse Voices for Change* initiative and their *Standing Committee on Increasing Women's Participation in Municipal Government*;

AND WHEREAS the Gender-Based Analysis Plus (GBA+) tool is used by the federal and provincial governments to determine how diverse groups may experience policies, programs and initiatives differently (GBA+ recognizes how diverse identities, including gender identity, gender expression, race, ethnicity, sexual orientation, religion, age, income, and physical ability intersect with one another to develop complex understandings of ourselves);

Signature of Member(s) of Council



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AND WHEREAS the City of Calgary has recognized the collective strength of experience, skills and perspectives of a diverse workforce as a critical component to delivering high quality public service for all Calgarians through the *Diversity and Inclusion in the Workplace Framework*;

AND WHEREAS other municipalities have taken concrete and formal steps to promote women and diverse groups at all levels of the organization (the City of Edmonton has implemented a two pillar approach that includes the *Women's Advocacy Voice of Edmonton (WAVE)* committee, which acts as an external citizen-member advisory board, and the *Women at the City* initiative, which act as an internal program for the City of Edmonton's Administration);

AND WHEREAS City Council and City Administration have taken other measures to address various concerns related to diversity and inclusion, including the formation of the *Calgary Aboriginal Urban Affairs Committee*, the *Advisory Committee on Accessibility*, the *Committee on Immigrant Inclusion*, and the *Age-Friendly Strategy*;

AND WHEREAS the City of Calgary does not have a formal mechanism to encourage and support more women and diverse groups to participate in civic life and leadership positions, particularly on boards, commissions, committees and Calgary City Council;

NOW THEREFORE BE IT RESOLVED that Council put in a formal request to FCM that Calgary be a participating municipality in the next phase of the *Diverse Voices for Change* program to create a more inclusive municipal decision making system, which includes the participation of women across diverse communities in advisory committees, local agencies, boards, commissions, and City Council;

AND FURTHER BE IT RESOLVED that Council direct Administration to work with members of Council to create a scoping of work on three specific initiatives:

- Advancing the profile and awareness of gender equity and diversity, including current measures, within the community;
- Advancing the profile and awareness of gender equity and diversity, including current measures, for City Boards, Commissions, Committees and Council;
- Advancing the profile and awareness of gender equity and diversity, including current measures being taken within The City's workforce;

and report back to the Standing Policy Committee of Community and Protective Services on the merits of reflecting similar models in Calgary's context no later than Q2 2018.

Signature of Member(s) of Council