Gender Equity, Diversity and Inclusion Subcommittee Advice Summary

Report Name: Gender Equity, Diversity and Inclusion Strategy Measurement Plan
Presentation to Advisory Committee: September 9, 2020

Question Posed to the GEDI Subcommittee:
• *Do you have any feedback or clarifying questions on the current measures?*
• *What suggestions/comments do you have for Administration to build upon/improve the measures for future use?*

Advisory Committee's Advice/Response:

GEDI Focus Area: Leadership and Accountability

Measures: Number of City of Calgary projects that have operationalized or integrated GBA+ approach into their project management work per year; Number of projects that were changed/influenced by GBA+ analysis.

Feedback: Can a scale be added to determine how much progress was made (or to what degree projects were influenced/changed)? Could project examples be provided?

GEDI Focus Area: Data Informed Decision Making

Measure: Gender equity measures (% male, female and other applicants), Diversity measures.

Feedback: Could bi-intersectional data including race/place of birth and gender be captured instead of separately? Also, when demographic information is collected, we need to support citizens in normalizing this and explaining why it's important.

GEDI Focus Area: Education and Awareness

Measure: Proposed addition to the citizen satisfaction survey.

Feedback: Could more options be offered for answers, beyond 'agree' or 'disagree.' Is there is opportunity to include an open-ended response?

GEDI Focus Area: Addressing Barriers to Participation

Feedback: Could a smaller subset of citizens be surveyed around their experiences of barriers (vs. a blanket survey approach)? Could citizens define their barriers instead of asking if they experience barriers? How and who has been engaged about barriers to participation?

Administration's Comments on Subcommittee's Advice/Response:

Administration will use this feedback to inform future iterations of the measurement plan and incorporate feedback where possible.