

CITY OF CALGARY
RECEIVED
IN COUNCIL CHAMBER

MAY 02 2018

ITEM: CPS 2018-0362
Distribution
CITY CLERK'S DEPARTMENT

Calgary



Gender Equity and Diversity Scoping Report

CPS2018-0362

Calgary



You asked us to:

Create a scoping of work, in consultation with stakeholders, on advancing the profile and awareness of **gender equity and diversity**, including current measures:

- within the **community**;
- for **City Boards, Commissions, Committees and Council**; and
- within **The City's workforce**.



We recommend:

- A **strategy** to advance gender equity and diversity
- A gender equity and diversity **baseline assessment**
- An **advisory committee** on social wellbeing
- **Social Wellbeing Principles** and **policy**

02 May 2018
Gender Equity and Diversity Scoping Report
3

Calgary Gender Snapshot

All Calgarians

Median Employment Income

All Men	All Women
\$74,517	\$57,725

Calgary Workforce

Women In the Workforce

Calgary Workforce		47%
The City of Calgary Workforce		31%

Women In Senior Management


23%		32%
Percentage of Senior Managers in Calgary who are women		Percentage of The City of Calgary's Senior Management Team who are women

Calgary 

The Growing Case for Advancing Gender Equity & Diversity



02 May 2018 Gender Equity and Diversity Scoping Report 5

Calgary 

An Intersectional and Holistic Approach

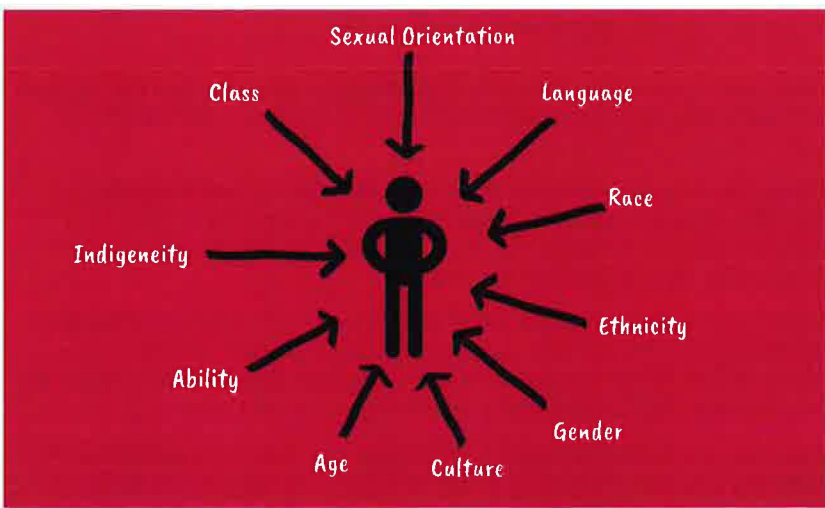


Image adapted from All Booked Up (<http://allbookedup2014.blogspot.ca/2014/02/book-5-review-concise-chinese-english.html>)

02 May 2018 Gender Equity and Diversity Scoping Report 6

Calgary 

Proposed Social Wellbeing Principles

- A. Equity (Access and Inclusion)
- B. Truth and Reconciliation
- C. Culture
- D. Prevention




02 May 2018 Gender, Equity and Diversity Scoping Report 7

Calgary 



Recommendations

That the SPC on CPS recommend that Council:

- Direct Administration to develop a **strategy to advance gender equity and diversity** and report back to Council through the SPC on CPS no later than Q2 2019;
- Direct Administration to complete a **gender equity and diversity baseline assessment** with respect to: community; City Boards, Commissions, Committee and Council; and The City's workforce, to inform the development of the strategy;
- Direct Administration to establish an **Advisory Committee on social wellbeing** and report back to Council through the SPC on CPS with Terms of Reference no later than July 2018, with positions to be filled at the October 2018 Organizational Meeting of Council; and
- **Approve the Social Wellbeing Principles** and direct Administration to **develop a Social Wellbeing Policy** and return to Council through the SPC on CPS no later than Q1 2019.

02 May 2018 Gender, Equity and Diversity Scoping Report 8