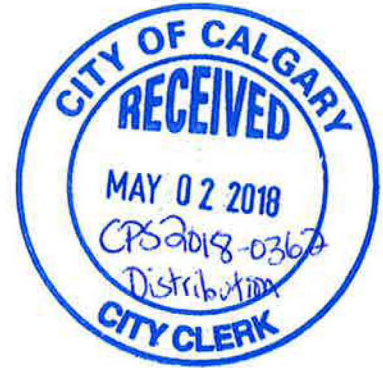


**City of Calgary- Notice of Motion
GENDER EQUITY AND DIVERSITY**

**From: Calgary Sexual Health Centre
May 2, 2018**



Good Morning. I am Pam Krause, President and CEO at the Calgary Sexual Health Centre and I appreciate the opportunity to speak to you this morning. We are in favour and fully supportive of the NOM for Gender Equity and Diversity.

The Calgary Sexual Health Centre has been part of the community since 1972. A great deal of our work focuses on equity and ensuring programs and services are inclusive of diverse populations. And, what we have learned is that diversity is beneficial for everyone and that Inclusion matters. When a transgender youth feels included in recreation facilities, they are much less likely to experience the stressors that social isolation creates. When women see women in leadership roles, they too feel they can be there.

We support the recommendations being made, particularly:

The Development of a strategy to advance gender equity and diversity. There must be a robust strategy with identified initiatives and processes to support implementation. We are in support of the GBA+ and would support piloting the use of that tool.

The completion of a gender equity and diversity baseline assessment is an essential first step. As FCSS has taught funded Agencies, data is key to show impact. Knowing the situation today is a key part of the development of the Strategy. This would also provide important information to community organizations to inform their own strategies and programs.

There is a key role for the City of Calgary to play in advancing gender equity and diversity. The City touches the lives of every Calgarian. A focus on diversity leads to communities of inclusion, rather than individuals facing social isolation. Diversity considerations in community, on Boards and Committees and Council, and as an employer can contribute to the well-being of all citizens.

Thank you for your time. The Calgary Sexual Health Centre would be proud to take part in any way as this work moves forward.