

**Mayor's Office Report to
Priorities and Finance Committee
2018 July 17**

**ISC: UNRESTRICTED
PFC2018-0910
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Council Innovation Fund Application

Council Sponsor: Councillor Gian-Carlo Carra, Ward 9

Internal Sponsor(s): Calgary Neighbourhoods

Name of Project: Gender Equity and Diversity Baseline Assessment

EXECUTIVE SUMMARY

Councillor for Ward 9, Gian-Carlo Carra, is sponsoring an application to the Council Innovation Fund ("CIF") with the cooperation and support of the Calgary Neighbourhoods and The City of Calgary's ("The City") Administration to complete a gender equity and diversity baseline assessment. Councillor Carra is requesting a withdrawal of \$170,000 to support a one-time assessment to inform the development of a strategy to advance gender equity and diversity. The funds would be utilized over the next several months and fund collection and analysis of data, review of City policy and procedures (for City Boards, Commissions, Committees, Council and The City's workforce) and pilot Gender Based Analysis Plus with several City projects to inform the development of a cross-corporate implementation plan. This one-time assessment will provide a robust evidence base that will support The City as it develops a strategy towards greater equity, diversity and, ultimately, inclusion, within the organization and in our community (see Attachment 1).

RECOMMENDATION:

That the Priorities and Finance Committee recommends:

1. That Council:
 - a. Receive this Application for information; or
 - b. Consider this application to utilize the Council Innovation Fund for the Gender Equity and Diversity Baseline Assessment in the amount of \$170,000.

PREVIOUS COUNCIL DIRECTION / POLICY

As part of the 2010 November deliberations on the 2011 budget, Council established the CIF and directed Administration to develop Terms of Reference for the fund and create criteria that would guide Council on withdrawals request from the CIF. The Terms of Reference (see attachment 3) were adopted in March 2011 and are based on the following:

- The project will contribute to Council's goals and has potential City-wide application;
- The project is innovative or a pilot project or experiment that proposes a new or different way of doing The City's work.

Successful applications must provide detailed documentation and address one of the following:

- a) One-time start up or "seed" funds for initiatives or programs which will support or contribute to Council's priorities.
- b) Pilot projects or experiments that have potential to change city-wide policies and procedures.

Any Council member(s) can submit an application to the Priorities and Finance Committee for review and consideration and ultimately for Council consideration and approval. The proposal for funding must demonstrate credibility, fiscal responsibility and good management which will be important considerations in the evaluation of applications.

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In 2017 July, Council approved the Gender Equity and Diversity Notice of Motion (NM2017-19), which directed Administration to undertake a scoping report in consultation with key stakeholders in three specific areas:

- 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.

At the 2018 May 2 meeting of the Standing Policy Committee of Community and Protective Services the committee unanimously approved the Gender Equity and Diversity Scoping Report (CPS2018-0362) and Council unanimously approved the report at the 2018 May 28 Regular Meeting of Council. Subsequently, City Administration, with Calgary Neighbourhoods taking the lead, has started to develop a strategy focused on advancing gender equity and diversity.

BACKGROUND

Currently there is \$1,160,450 remaining in the CIF.

INVESTIGATION: ALTERNATIVES AND ANALYSIS

See Attachment 1 for more details.

Stakeholder Engagement, Research and Communication

See Attachment 1 for more details.

Strategic Alignment

See Attachment 1 for more details.

Social, Environmental, Economic (External)

See Attachment 1 for more details.

Financial Capacity

Current and Future Operating Budget:

See Attachment 1 for more details.

Current and Future Capital Budget:

This would draw down the CIF by \$170,000 - See Attachment 1 for more details.

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Risk Assessment

The Terms of Reference for the CIF have been developed to support a wide variety of candidate projects. Councillors retain the discretion to develop and support applications to the CIF and Council retains the discretion and final decision-making power over withdrawals from the fund.

REASON(S) FOR RECOMMENDATION(S):

Councillor Carra is requesting a \$170,000 withdrawal from the Council Innovation Fund to support The City of Calgary in conducting a Gender Equity and Diversity Baseline Assessment. This request has the support and cooperation of Calgary Neighbourhoods and City Administration and this CIF application would help implement Council's direction when they unanimously approved the Gender Equity and Diversity Scoping Report (CPS2018-0362) in May 2018. The development of a dedicated strategy, informed by a baseline assessment, will advance gender equity and diversity considerations within our community, for The City's Boards, Committees, Commissions, for Council, and within The City's workforce.

ATTACHMENT(S)

1. Attachment 1 – Councillor Gian-Carlo Carra's CIF Application: Gender Equity and Diversity Baseline Assessment
2. Attachment 2 – City Manager Report – Council Innovation Fund Terms of Reference (Policy Interpretation) PAC2011-05 - 2011 March 01